

# RECRUITER

United States Army Recruiting Command

October 2002

# Journal



**U.S. ARMY**

## Mission Success

page 16



# AN ARMY OF ONE<sup>SM</sup>

# Recruiter

October 2002, Volume 54, Issue 10



The Recruiter Journal (ISSN 0747-573X) is authorized by AR 360-1 for members of the U.S. Army. Contents of this publication are not necessarily official views of, or endorsed by, the U.S. Government, Department of Defense, Department of the Army, or the U.S. Army Recruiting Command. It is published monthly using offset printing by the Public Affairs Office, U.S. Army Recruiting Command, ATTN: RCAPA-PA, Building 1307, Third Avenue, Fort Knox, KY 40121-2726; telephone DSN 536-0167, commercial (502) 626-0167, fax (502) 626-0924. E-mail address: [RJJournal@usarec.army.mil](mailto:RJJournal@usarec.army.mil). Printed circulation: 14,000.

**Commanding General** - MG Michael D. Rochelle  
**Public Affairs Officer** - S. Douglas Smith  
**Editor** - Pearl Ingram  
**Associate Editor** - Beverly Harrison  
**Associate Editor** - Walter Kloeppel  
**Cover Design** - Joyce Knight

Deadline for submission of material is the first of the month prior to publication.

Periodicals postage paid at Fort Knox, Ky., and at additional mailing office.  
POSTMASTER - Send address changes to:  
Cdr, U.S. Army Recruiting Command  
ATTN: RCAPA-PA (Recruiter Journal)  
1307 Third Avenue  
Fort Knox, KY 40121-2726

## Features

### 5 Domestic Violence Prevention Month — October 2002

A woman is battered every 15 seconds in the United States. Anyone can be part of an abusive relationship. Nothing exempts you — not your race, your education, the size of your salary.



### 6 CG's All Star Conference/CSA Recruiter of Excellence Conference

"Hey now, you're an All Star, get your game on, go play" is a lyric from a song popular with high school students today. Kind of fitting for recruiters as All Star was the theme for MG Michael Rochelle's conference held in Skokie, Ill., for the "Best of the Best" among USAREC's top recruiters.



### 9 Civilian recruiters start a five-year test

Two contractors took on mission production in four USAREC recruiting companies in May and began their work with an all-civilian recruiting force. The test program will expand to cover a total of 10 recruiting companies.



# Journal

## Departments

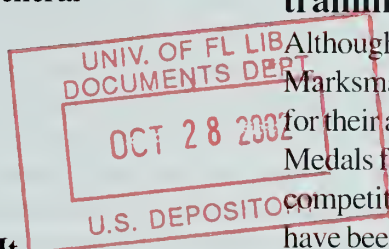
### 10 Tony "The Sarge" Schumacher wins drag racing's most prestigious race

Tony Schumacher won the 2002 Mac Tools U.S. National in Indianapolis.



### 11 USAMU helps recruiters by giving marksmanship training to DEP members

Although soldiers with the U.S. Army Marksmanship Unit are best known for their ability to bring home Gold Medals for the Army in shooting competitions, the world-class shooters have been helping the Army with a different mission — recruiting.



### 16 Army met recruiting, retention goals

Dedicated teamwork, commitment of Army leadership and an effective Web-based ad campaign were among the top reasons why people are joining and staying in the Army.

### 17 Army Reserve achieved recruiting goals

For the third straight year the U.S. Army met its recruiting goals early. Under Secretary of the Army Les Brownlee credits the success to continued outstanding teamwork from Army recruiters, soldiers and civilian employees, and veterans as well as the Army's advertising and Internet efforts.



Front cover shows the Army and Army Reserve swearing in individuals to meet recruiting goals. Photos by Joe Burlas, Army News Service and CPT Rick Ryan, Army Public Affairs



2 Commanding General

3 CSM

4 Chaplain

8 Pro-Talk

12 The Way I See It

15 Safety

19 Market Highlights

22 Field File

26 News Briefs

30 Salutes

32 The Test

### 18 College placement offices sell jobs

A man with a lot of ideas about collaborating with Army recruiters, Dr. Harvey Ideus has been working with student services for more than 40 years.

### 20 Mental skills for dealing with stress

The Center for Enhanced Performance at the U.S. Military Academy at West Point has the mission of developing the full potential of the U.S. Corps of Cadets.

## Your personal virus scan

If you are *infectious*, are you also *contagious*? Do you know the difference?

During August, I had the privilege of hosting the annual USAREC All Star Conference in Chicago, Ill. What a treat! Not only did I have an opportunity to rub shoulders with the very finest recruiters and recruiting leaders in the command, but I had an opportunity to learn something as well. Learning is always a treat for me, but this opportunity was indeed special!

In case there is anyone who does not know the history of the USAREC All Stars, let me take a moment to bring you up to speed. The All Stars are assembled annually with the CG and CSM (generally toward the end of the recruiting year) in an annual awards format. They genuinely represent the best at every level from across the command. This year, Chicago was the location. Next year, we are shooting for Orlando.

In addition to an annual awards banquet, which was attended by a few spouses this year, the All Stars met in small group format to propose solutions to issues confronting every level of the command. Prior to the awards banquet, the issues and proposed solutions are briefed to the command sergeant major and myself. Examples of this year's topics included issues surrounding training and the new recruiter program, information technology support, and ARISS validation among others. The 2002 All Stars earned the right by their sustained excellence to surface their views on these and other issues directly to the leadership of the command. Their presentations would have made all of you proud! They reflected a mature, professional view of the challenges, and all recommendations were credible and well thought through. A number of them were implemented on the spot, following brief dialogue between CSM Leturno and myself. But that is not what I really want to address in this edition of RJ. As proud as CSM Leturno and I are of the recent class of All Stars, what I really want to address is the difference between *infectious* and *contagious*, the topic I chose for my address to the All Stars.

Immediately preceding the formal awards presentations, I had an opportunity to say a few words to the cream of USAREC's crop for 2002. I chose the topic, the difference between *infectious* and *contagious*. While I am certain you would get a very different interpretation of this subject from a member of the medical profession, my interpretation was within the context of why we were gathered in Chicago — recruiting excellence.

MG Michael D. Rochelle



Every member of the 2002 Class of USAREC All Stars was representative of the term *infectious*. Each had not only demonstrated the power of his or her own ability to tell the Army story effectively, or train and lead others to do so, but no doubt had a positive (*infectious*) impact on other members of stations or companies. To a medical professional, *infectious* is a significant condition! In that context, it describes one who is capable of infecting others. It is equally significant in my context as well, but not nearly as significant as the state of being *contagious*. The term *contagious* carries a connotation that implies rapid and widely spreading conditions. It may even infer spontaneous and uncontrollable spread of a condition or thing (i.e., laughter). While the difference may appear subtle, it is stark.

As I stated above, each member of the great class of 2002 All Stars is, without a doubt, *infectious*. Each has certainly had a direct impact on some other person or persons within a station or company, as a result of the All Stars' zest for excellence. But I chose that night to challenge them to leave the conference committed to becoming *contagious*. Specifically, I challenged them to seek ways to spread their zeal for recruiting excellence more broadly and with greater impact. While I offered them a few suggestions on how that might be done, I will leave it to you to seek out your company or battalion's All Star to get the specifics. Suffice to say, I was thrilled by their reaction to the challenge!

So what's the point? The point is quite simple. USAREC is full of potential All Stars! Every noncommissioned leader in the command is a potential All Star. You would not be here if that were not true. So! What does it take to make you an All Star at next year's All Star awards gathering? Perhaps you too can move from your present state or condition to one of *infectious*, or possibly even *contagious*. While the difference may appear subtle, it is quite stark!

My heartiest congratulations to this year's class of USAREC All Stars!



## We are in the home stretch

### Two brigades vying for first place

Congratulations on another great month. The command wrote 1,491 RA contracts on mission day and exceeded August gross mission by more than 600. Our recruiters exceeded the Reserve accession mission by 646. August's hard work put us in position to easily achieve the 2,000 additional contracts we promised LTG James R. Helmly and the 35 percent FY 03 EDEP promised to GEN Shinseki.

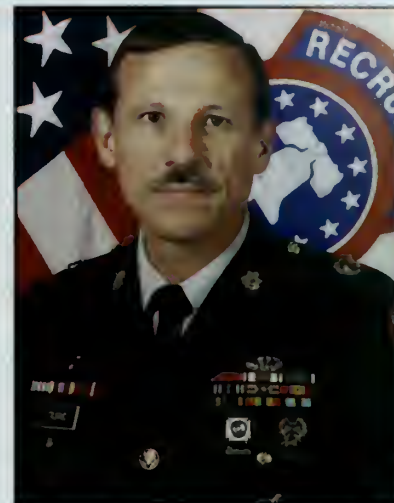
I had the privilege of participating in the Army press conference August 22 that announced to the world our FY 02 success. The ceremony was well done. After GEN John M. Keane and LTG Dennis D. Cavin spoke, MG Rochelle swore in the 79,500th RA accession. PFC Allen Hawkins Jr., who is typical of today's youth, says he joined to pay off college debts, impressed by the new ads and inspired by the war on terrorism.

Next LTG Helmly swore in the 26,589th Reserve enlistment. PFC Mayra Arias, an 18-year-old from San Antonio, Texas, had won a scholarship to attend Richmond University in England but placed it on hold to serve her country. She has three years of JROTC and referred her brother, who also enlisted. Both of these young adults will make fine soldiers.

There was plenty of press coverage for the ceremony and I'm sure they heard everything - I did. However, they obviously didn't listen. Many of the next day's articles attributed USAREC success to "The sluggish economy, snazzy new ads and a surge in patriotism after Sept. 11." LTG Cavin attributed success first and foremost to the hard work and dedication of the Army recruiter. Just wanted to set the facts straight. Great work team!

We are in the home stretch. Two brigades are leading the command in the race for number one. None of the brigades have achieved 100 percent net mission box; three have achieved 100 percent gross mission box but only 3rd and 5th Brigades have kept their DEP loss rate below the command average of 12.8 percent. The tiebreaker will be GSCA. No one is out of the race and I'm confident it will be a five brigade sprint to the finish. You're all winners regardless of who crosses first.

USAREC hosted its Annual Board of Advisors at Fort Knox in August. In attendance were LTG Cavin and retired general officers Ono, Carney, Wheeler and Hickerson. Additionally SMA Morrell, CSMs White and Brooks participated. They provided valuable insights on



*CSM Roger Leturno*

our programs and future direction. I'm sure they were impressed with your performance.

LTG Helmly visited USAREC this month. Among the many areas discussed was an establishment of a Reserve DEP beginning FY 04. The specifics are being worked out but expect this to happen.

For all of you 79R staff sergeants who didn't like last year's sergeant first class selection rate, this year should have put smiles on your faces. We promised CY 02 would not be a repeat of 01. The Army promoted 27 percent of all staff sergeants to sergeant first class. This year 60 percent of all eligible 79Rs were selected for promotion. Eighty percent were selected in the primary zone. Now, earn it!

Additionally, this month the chief of chaplains agreed to let 79Rs augment recruiting for the Chaplain Corps. We will probably select nine noncommissioned officers for this program.

August was an exciting month for me personally. My daughter, Maggie graduated from Basic Combat Training Aug. 8. I was honored to be the graduation speaker. It was a beautiful morning at Fort Jackson, where 1,200 of the Army's newest soldiers marched confidently onto Hilton Field. In the stands behind me were 5,000 very proud family members and friends. I will forever remember that day. Maggie, now a fourth generation soldier, enlisted last February under the split training option. We had her home only five days, then she was off to college. She is a freshman this year at University of North Carolina at Chapel Hill. Oh, by the way, she maxed her APFT. Must take after her father. Maggie begins her first year in this profession of soldiering and on Aug. 24 I celebrated my 30th. As I start my final year, I reflect on all the places I've been, the people I've met, the units and leaders I've served. USAREC is where it's at. Thanks again. Good recruiting.

## Self-honesty can be difficult

In Hans Christian Andersen's tale *"The Emperor's New Clothes,"* no one tells the emperor that his new clothes are, in fact, no clothes at all. Upon reading the story, we wonder why his courtiers don't tell the truth about his apparel, and we usually conclude that sometimes it is harder to be honest than silent. We close the book with a laugh and a smile and possibly miss another of the story's most telling morals: betraying ourselves is just as wrong as withholding the truth from another person.

The emperor knows all along that his new robe is really nonexistent. But, because "seeing" the clothing is reputed to be a mark of character, he does not admit — not even to himself — that he actually sees no robe at all. Instead, he questions his own perception and falls prey to the weavers' scandal by pretending to see what he does not. The cycle of lies begins and ends with his failure to be honest with himself.

Self-honesty can sometimes be the most difficult, even painful, truth to tell. We may pride ourselves in being honest with our associates, friends, and family. But are we truly honest with ourselves? Do we sometimes put ourselves up for scrutiny and evaluate who we are and how we are seeing the world? Or are we betrayed by a desire for comfort, not wanting to confront certain character traits, behaviors, attitudes, or issues that are less than pleasant to us? If so, the self-betrayal we cling to may eventually cause more heartache and pain — in ourselves and others — than facing up to flaws and mistakes would.

M. Scott Peck, a noted author and doctor, prescribes a balanced diet of self-honesty in order to maintain good mental health. He explains: "... we must always hold truth, as best we can determine it, to be more important, more vital to our self-interest, than our comfort." (*The Road Less Traveled*) And that means not just being committed to truthful interactions with other people but, first and foremost, being honest with ourselves and taking responsibility for our own lives. The emperor had no clothes, not just because his courtiers lied to him, but most importantly because he was afraid to see himself as he really was.

Self-deception accompanies all other forms of deception. We cannot lie to another person without somehow deceiving ourselves. Shakespeare's wisdom stands the test of time.

**This above all: To thine own self be true,  
And it must follow, as the night the day,  
Thou canst not then be false to any man.  
— Shakespeare**



Chaplain (LTC) Jim Stephen

Domestic abuse is one of those issues clouded with deception. Many victims hide the fact that they are being abused, and almost all perpetrators do everything in their power to maintain the victim's silence. Due to the widespread nature of domestic abuse in our world today, most everyone knows someone who is a victim of that abuse. Certainly, we all remember that abuse comes in many forms such as physical, emotional, and verbal.

Like the emperor who knows all along that his "new robe" is really nonexistent, we can find leaders in America today who know that abuse is going on. But because "seeing" the abuse will cause a reduction in production, or could possibly affect a career, the leader sees no abuse at all.

Each one of us needs to open our eyes of understanding and then do something to stop the onslaught of pain and

suffering being inflicted in the homes of America today, beginning in our own homes and places of work.

In the military we have policies and regulations that require commanders and senior enlisted personnel to report ALL suspected or known spouse or child abuse to the proper authorities. More importantly, we have the moral obligation to recognize abuse when it happens and then assist those involved to get the help that they need. Abuse seldom stops with a promise. Abusive individuals today need counseling, support, instruction, and sometimes punishment for the crimes they have committed.

Chaplains, Family and Soldier Assistance Program managers, brigade Family Advocacy Representatives, military or civilian police, and everyone in the chain of command can assist individuals to get the help they need.

Please send your comments to [James.Stephen@usarec.army.mil](mailto:James.Stephen@usarec.army.mil)



# Domestic Violence Prevention Month – October 2002

*“A woman is battered every 15 seconds in the United States.”*

By Jack Nix, USAREC Family Advocacy Program Manager

*– Presidential proclamation, September 30, 1998*

Anyone can be part of an abusive relationship. Nothing exempts you — not your race, your education, the size of your salary. Abusive relationships can be destructive. Unless someone tries to change things, the abuse almost always intensifies.

In most cases, it's the victim who must take that first step. But abusive relationships wear down the victim's self-confidence so effectively that she becomes less able to make a change, even as the battering escalates. The overwhelming majority of victims in abusive relationships are women.

Physical abuse takes many forms, from slaps and kicks to burns and broken bones. But not every blow leaves a wound, so if you suspect that someone you care about is being victimized, don't look for bruises as the only proof. Sometimes just the threat of violence is enough to continue the degradation of the victim. Abusers also turn to indirect acts of intimidation and injury, such as throwing objects at or near their partners, forcing them to submit to reckless driving, or refusing to help them when they are injured or ill.

Sexual abuse is becoming increasingly common, and usually causes physical and emotional damage. Sexual abuse is not limited to hurting or injuring someone during sex.

Emotional abuse is often overlooked because people mistakenly believe that a relationship is abusive only if there is physical violence. But emotional abuse can cause damage that may take longer to heal than physical injuries. It can also make the victim even more vulnerable to physical violence, because emotional abuse devours her self-esteem, her very ability to stand up for herself. Like physical abuse, emotional abuse can start in subtle ways, but left unchecked, it can become brutally intense. While some kinds of emotional abuse are obvious, other actions can be just as harmful, though far less blatant.

Recognizing an abusive relationship is not necessarily easy, particularly in the beginning or “honeymoon” phase of a relationship. But there are behaviors that can indicate trouble, such as a man who is excessively jealous or possessive or tries to control his partner's every move.

In most abusive relationships, violence occurs in cycles that repeat until someone — usually the victim — realizes that change must happen. These cycles normally have three phases:

## Phase 1: Tension builds

During this phase, the man is edgy, critical and irritable. The woman feels that she must be on her guard not to upset her partner. She often feels like she's walking on eggshells. This phase may include seemingly minor incidents such as verbal abuse, slapping, throwing objects, or using controlling



techniques. It may last from a few days to several years before it progresses to the second phase.

## Phase 2: Violent outburst

Often the abuser will fly into a rage for no apparent reason. At other times, something as minor as his wife's eating habits provide an excuse for him to become destructive, savage, and out of control. A man in this stage will strike out at anyone who tries to intervene, even police. Because their own self-esteem has been so devastated by the abuse they undergo, many women make excuses for their mate's actions during this violent outburst phase, often blaming themselves.

## Phase 3: Loving contrition or reconciliation

Both partners experience profound relief. The man apologizes and pleads for forgiveness. He is especially kind and loving, promising it will never happen again. The woman wants so much to believe him that she tells herself that the violence was just a momentary lapse, that this loving, repentant man is her real man. Her denial often plays a big part in enabling the next cycle to begin. Sometimes, as abusive relationships become more violent, this phase does not recur.

Together we can prevent domestic violence. Report all known and/or suspected domestic violence to the chain of command and civilian authorities.





MG Michael Rochelle (right) and CSM Roger Leturno (left) stand with awardees of the 6th Brigade. They are (left to right) SFC Gregory Reller, SSG Ralph Morrow, MAJ Brian Bassett, 1SG Martin Arellano, all of Phoenix Battalion, and SFC Hyong Kim of Portland Battalion.

## CG's All Stars and CSA's Recruiters of Excellence

*Story and photos by Walt Kloeppel, Associate Editor, Recruiter Journal*

***"Hey now, you're an All Star, get your game on, go play"*** is a lyric from a song popular with high school students today. Fitting, considering those students are tomorrow's potential soldiers of the Army. Kind of fitting for recruiters also, as All Star was the theme for MG Michael Rochelle's Aug 27 conference held in Skokie, Ill., for the "Best of the Best" among USAREC's top recruiters. "Get your game on" was exactly what the recruiters did making FY 01/02 record setting years for the command's success.

The All Star/Chief of Staff of the Army Symposium began with an all day think tank consisting of six small group brainstorming sessions moderated by the staff of Recruiting Operations, USAREC.

Group I, moderated by SFC Eric Hoversholm, covered DEP/DTP programs and ideas. In Group II, SFC John Sheehy, discussed "Out of the Box" and recruiting stations of the future. In group III, SFC Thomas Hanna, covered point of sale/guidance counselor re-design and ARISS. Group IV, moderated by Kathy Daugherty, covered incentive awards and future award ideas. In group V, MSG David Rosenfeld, covered training ideas. Group VI, moderated by MSG Gary Kimbrough, was for CLTs and SCs only and covered ARISS and MAP ideas.

The discussions brought out both good and bad points of the respective subjects, along with some great workable solutions in how to make change for the better. The All Stars were there for one reason; they are the best of the best, and their input is of great value to the success of the USAREC mission.

"The small group discussions were very informative because we all are top end recruiters and getting the input of the knowledge [of other recruiters] and learning from the different regions around the United States is beneficial because our recruiting is different [in other regions]" said SFC Roy Marshall of the Tampa Recruiting Battalion.

At the close of the group discussions, the two most significant ideas of change to come from each group were selected. A chairperson for each group was chosen to give a brief presentation of the ideas to the commanding general before the awards dinner. MG Rochelle welcomed the fresh ideas with word that the command would look into the suggestions for possible future changes on USAREC policy.

Frank Shaffery, Deputy Director of Recruiting Operations, was the Master of Ceremony during the evening banquet. First order of business was to recognize the spouses present and to make sure those spouses not present were told that "they were the first" to be recognized for their support to their spouses' recruiting job.

The award presentation honored nearly 180 men and women of USAREC for their outstanding performance for FY 01 and 02. CSA Recruiter of Excellence awards for FY 01 had been delayed until the 02 conference because of Sept 11.





**“You represent the absolute best that this command has to offer our Army in providing the critical strength.”**

——— MG Michael Rochelle

Award criteria included:

- Top Recruiter- for each battalion with the highest number of GA contracts and the lowest number of DEP/DTP losses.
- Station Commanders- top SC's who achieved combined mission box
- Company Leadership Teams- top companies with the highest percentage of GA contracts and the lowest amount of zero rollers
- CG and SC- based on PaYS and priority MOS 11X, 13B, 19D and 19K
- HCRT/Special Forces/Chaplain- criteria were determined by each commander/director based on their current mission needs



Brainstorming sessions brought out solutions

All Star award recipients each received An Army of One® jacket, a Commanding General coin, and a Certificate of Achievement.

CSA award recipients each received a CSA coin in engraved wooden coin box, a CSA Certificate, and an autographed photo from the CSA.

“Let me say congratulations to every single one of you,” said MG Rochelle. “I can’t tell you quite frankly, how proud I am to be here tonight among the top performers and the top command within our Army.”

He further elaborated on USAREC’s achievement with “... the declaration of mission success 2002, the earliest the command has closed out regular Army mission since 1988.”

In the CG’s closing remarks, he said, “When we leave here tomorrow, know that you take the thanks, the humble thanks, of the Chief of Staff of our great Army, the Secretary of our Army, the Sergeant Major of our Army. Know that you take the tremendous thanks, the tremendous admiration of the entire United States Army Recruiting Command. You represent the absolute best that this command has to offer our Army in providing the critical strength.”

*Comments may be sent to [walter.kloeppel@usarec.army.mil](mailto:walter.kloeppel@usarec.army.mil)*



MG Michael Rochelle congratulates SFC Michael Cypressi for both the All Star award and the Chief of Staff award. SFC Cypressi is the station commander of the Pasadena Recruiting Station.

# "Can you hear me now?" - LISTENING

*Story and photo by SFC Christopher Casey, Recruitment Operations Liaison at the Recruiting and Retention School*

**L**istening is an odd topic. Except for those of us with a condition that physically prevents us from hearing, we all know how to "listen," yet in general,

very few of us listen well. We fail to listen when we conduct an appointment even though we know it will assist us in completing the sale.

In a successful interview, the best way to get what you want is to help the applicant get what they want. The only way to know what they want is to listen, sometimes all that the prospect is really looking for is to be listened to. So, we see that we can become more effective recruiters simply by being more effective listeners.

Being a more effective listener is not an easy task. The Wall Street Journal has reported that most people speak at a rate of 120-150 words per minute. While that may sound fast, the human brain can process more than 500 words per minute. One would conclude that people should be excellent listeners, but the fact is we are not. We have extra capacity, so we try to use it by multitasking. This comes in the form of talking on the phone while we are driving, or eating while we are working. Short-term, we may accomplish more, but in the long run, the need for repetition cost us more time.

Ineffective listening may be a problem, but what is the solution? Many courses suggest that if we eliminate distractions and focus on clarifying the message to the speaker, we

will be better listeners. That statement is true, but in today's work environment can you eliminate distractions.

One solution developed by Shapiro Negotiations Institute is to focus effective listening skills on the three Cs: Connect, Consider and Confirm. Recognizing that each individual has their own approach developing an acronym helps organize ones thoughts.

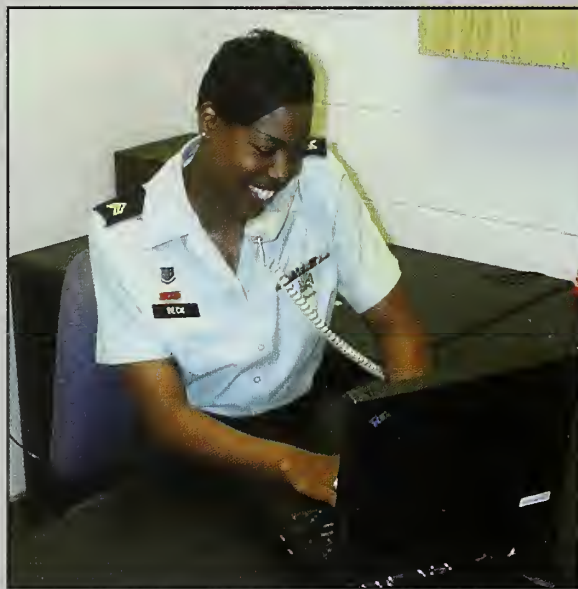
The first **C** is **connect**. This includes eye contact, eliminating distractions and using good body language. Use the person's name, stand up, take notes, or whatever works for you.

Next, **consider** your response. Quick reacting is the opposite of listening, so consider your response. Remember there is a big difference between waiting to speak and actually listening. Pause when the prospect finishes speaking so that you can gather your thoughts. Acknowledge what they've said. Withhold making quick judgments. Careful consideration allows you to formulate a response, and ensures the prospect is aware you heard his or hers thoughts.

**Confirm**. Confirmation is critical and needs to be done before, during, and after a conversation. Confirm before by setting the initial appointment by clearly stating the objectives.

Confirmation during the conversation includes restatement and clarification of intent. At the conclusion of the interview, summarize all the dominant buying motives and trial close.

The key to all of this is that anyone can do it. There is no secret formula on how to be a great listener. It all boils down to being aware of our behavior and adapting it as needed. This ensures that future prospects become applicants, and bottom line up front they become professional soldiers to defend this great nation.



**SGT Latrisa Beck, Mid-Atlantic Battalion, talks to a prospect on the telephone.**



# Civilian recruiters start a five-year test

By Pearl Ingram, Editor, Recruiter Journal

**T**wo contractors took on mission production in four USAREC recruiting companies in May and began their work with an all-civilian recruiting force. The test program will expand to cover a total of 10 recruiting companies with the additional six recruiting companies going on-production in November.

Military Professional Resources, Inc., began recruiting on mission in May with the Tacoma, Wash., and Delmarva, Del., companies. Don Tarter, program manager for MPRI, says that never before has a recruiting company started with everybody new at one location at the same time.

"In the military, you normally get in one person this month and six months later you get in another new person. What we've done is take the entire environment — all the leaders, all the recruiters out at the same time and replaced them with all new at the same time," said Tarter.

In November, the second phase of the 10-company test will begin with civilian recruiters going on mission in the Jackson, Miss.; Dayton, Ohio; and the Oklahoma East recruiting companies under the MPRI contract.

"We have gotten steadily better every month since we have started," said Tarter. "The Army has wisely done this in phases."

Tarter says one advantage to hiring civilian recruiters is that fewer detailed recruiters have to be pulled from the Army's strength.

"They can stay artillerymen or infantrymen or whatever they joined the Army to do, and it will help the Army with its end-strength and its desire to get a little smaller." Tarter is a retired colonel and former Director of Recruiting Operations, USAREC.

Retired Colonel Stewart McGregor, program manager for Resources Consultants, Inc., says his corporation has five of the 10 companies of the congressionally mandated test. Wilmington, N.C., and Homewood, Ill., went on mission box in May. The remaining three companies, Salt Lake City, Utah; Fairview Heights, Ill., and Harrisburg, Pa., go into Phase II in November.

McGregor, who has 10 years of experience in Recruiting Command, says his company offers incentives just as any private corporation would offer. The civilian recruiters are paid a base salary plus they receive a performance-based commission.

"There's a major difference between what a commercial firm is allowed to do compared to what the government is allowed to do with the uniformed recruiter," said McGregor. However, he adds, "In addition to the compensation, the recruiter must have

what I call a passion for the job. You can't be an average salesman because we're not selling an average product."

Tacoma company manager, Bob You, says the name tag on his civilian suit draws some attention when he's out, but it's mostly curiosity.

In one of You's stations, the civilian recruiters actually had a person walk into the station, see the coats and ties, and turn around and walk back out. After taking a moment to read the sign posted on the door, the person returned and said, "Oh, that's cool."

"Almost 75 percent of my recruiters are ex-Army recruiters," said You.

Two limited-recruiting pilot programs began in 1999. Under one contract, MPRI recruited enlisted personnel for the Army Reserve. Under the second contract, RCI recruited both potential officers and enlisted personnel for Army Reserve medical specialties.

"We know you can change shirts and go recruit," said LTC Diane Potts, who is USAREC's program manager for contract recruiting operations. "We did that for two years. Now, there's going to be civilian recruiters covering an entire company area. You're not going to see any green suit guys in the community," said Potts.

"This [the 10-company contract test] was congressionally mandated" said Potts. "The concept is to test new practices and to be able to return military personnel to their primary specialties," she said.

The congressional mandate, Public Law 106-398, Section 561(d), is for the operation of 10 contracted recruiting companies under the same rules and chain of command as in the remaining 232 companies.

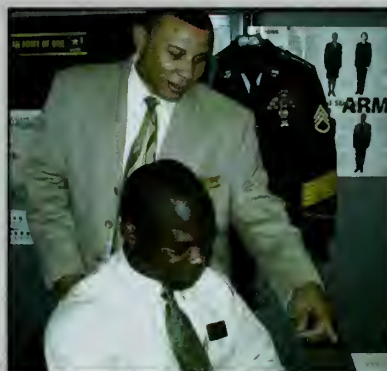
Robert Martin, Wilmington Company Training Manager for RCI, is thrilled to be able to use his Army recruiting experience in a new job following retirement. Martin, who spent time in the Training Directorate at USAREC and also as a recruiter, says it is rewarding to have an opportunity like this. He trains Wilmington Company's newly hired civilian recruiters who are not up to speed on the ARISS system, and he also brings those hired from other branches of service up to speed on Army procedures.

Martin says one big difference in military recruiters and civilians is that the civilians are part of the community.

"The purpose is to have recruiters that live in the community and who're going to have longevity here."

Martin works about the same number of hours in his civilian recruiting job as he did when in the military. He says he does what it takes to get the job done the same as Army recruiters do. "The only thing different is the uniform," said Martin.

Comments may be sent to Pearl.Ingram @usarec.army.mil.



**1SG (Ret) Robert Martin (standing), Company Training Manager for the Wilmington Community-Based Recruiting Company, instructs CBR Recruiter Antonio Fraser on preparing an enlistment application.**



# Tony "The Sarge" Schumacher wins drag racing's most prestigious race

By Chris Diroto, U.S. Army Top Fuel Drag Racing Team

**F**or the second time in three seasons, Tony "The Sarge" Schumacher captured drag racing's most prestigious race, storming to victory at the 2002 Mac Tools U.S. Nationals in Indianapolis Sept. 2.

The driver of the U.S. Army Top Fuel dragster knocked off top qualifier Cory McClenathan and Powerade points leader Larry Dixon enroute to the victory at Indianapolis Raceway Park.

"What a great day for the U.S. Army and Schumacher Racing," said a euphoric Schumacher as he accepted his first-place trophy. "It's been a long time since we won in Phoenix back in February. Of course, winning here is so much more special given the magnitude of the event. I'm so happy for everyone on this team. They worked real hard to get this win."

Schumacher previously won the 2000 edition of the U.S. Nationals, which marked his first race representing the Army. "That's really unbelievable that the two times I've won at Indy, the Army was with me both times," he added. "Hopefully, there will be many more of these type wins to come."

Schumacher's march to victory lane began with a win over Darrell Russell in the first round, followed by successive wins over McClenathan, then Andrew Cowin in the semifinals. The win over McClenathan was huge since it was a tire-smoking affair.

"That was big, no question," offered Schumacher. "I've always said that at some point during eliminations, you are going to have a pedaling contest. My strategy is quite simple when I get into one of those — stay in it and never lift until you get to the finish line. You never know what can happen. That's exactly how it shook out against Cory. Fortunately, I caught it

earlier than he did."

With his win, Schumacher jumped two spots in the NHRA Top Fuel point standings to third place.

Schumacher's victory was the highlight of a weekend filled with excitement.

On Friday, the National Hot Rod Association's Youth and Education Services program presented by the Army set a new attendance yearly attendance record as more than 2,500 students attended a 45-minute career seminar pushing the yearly total to more than 15,000.

MG Michael D. Rochelle, USAREC commanding general, was on hand as the attendance record was broken and helped welcome Future Farmers of America and Babcock Publications as new Y.E.S. partners.

On Saturday, members of the Indianapolis Delayed Entry Program not only got to meet Schumacher and watch the 22-foot dragster in action, but were also treated to visits by SSG Chris Braman and SPC Doug Sharp. Braman received the Soldier's Medal for his heroic actions during the attack on the Pentagon. Sharp captured a Winter Olympics Bronze Medal as a member of the World Class Athlete Program.

GEN John Keane, Army Vice Chief of Staff, paid a visit to the Army's top fuel team during Sunday's action at the track. Keane, got an up close view of the dragster as it left the starting line.

LTG Dennis D. Cavin, commander of the Army Accessions Command, was on hand for Monday's victory, greeting Schumacher at the finish line after Dixon lost traction allowing the Army dragster to roar to victory.

"Hopefully, we can stay on a roll over there," said the 1999 Top Fuel world champion.



# USAMU helps recruiters by giving marksmanship training to DEP members

By Paula J. Randall Pagán, U.S. Army Marksmanship Unit Public Affairs Office

Although soldiers with the U.S. Army Marksmanship Unit are best known for their ability to bring home Gold Medals for the Army in shooting competitions, the world-class shooters of the USAMU have been helping the Army with a different mission — recruiting.

SFC Rand D. Bentson, SGT William R. Simmons, SGT Justin F. Barberi, CPL Robert A. Cesnik Jr. and SPC Adam J. Bossier supported a recruiting mission during the National Pistol Matches at Camp Perry, Ohio, July 13. The soldiers provided marksmanship training to about 40 Delayed Entry Program members and recruiters of the Toledo, Ohio, Recruiting Company with the Army Shooting Adventure Package — called the ASAP Van.

According to SFC Steven V. Pullins, USAMU Recruiting Command liaison, the ASAP Van is USAMU's premier recruiting tool. The ASAP is a 28-foot, fifth-wheel trailer, pulled by a commercial dual rear-wheel-driven pickup, both adorned with "eye-catching" Army graphics. Although the ASAP showcases the Army's best shooters, members of the general public can also test their own skills by shooting at targets using specially modified pistols or rifles.

"The effect of the ASAP is to have an interactive, safe arcade, which provides an avenue for USAMU shooters and prospects to interact one-on-one in a fun environment," said Pullins. "The DEPs really enjoyed it and a lot of them were very interested in getting more marksmanship training," said Toledo Recruiting Company Commander CPT Michael C. Wise. "The AMU showed them something new and different that we can't provide. I would definitely recommend

using the AMU's ASAP Van to other recruiting stations; it's a great enhancement to the DEP program. The van was a neat way to familiarize them with the Army's weapons in a safe, fun and challenging way."

Bentson and Bossier, along with SFC Theresa E. DeWitt, hosted a similar DEP event during the Service Pistol Interservice Championships at Fort Benning's Phillips Range June 15. Four Georgia recruiters from Columbus North and South stations and Dublin and Centerville stations brought 35 DEP members.

"The DEPs loved it," said SFC Kelly Price, Columbus North station commander. "They said they couldn't wait to fire real weapons and thought that this training would help them in marksmanship during basic training."

"We are here to serve Army recruiters and assist them in making their mission," Pullins said. "Through

USAMU recruiting-assistance events, we help recruiters expand their market and reinforce the contacts they have already made."

(Formed in 1956 by

President Dwight D. Eisenhower to raise the standards of marksmanship throughout the U.S. Army, the Army Marksmanship Unit has been a part of the U. S. Army Recruiting Command since October 1999. The Marksmanship Unit trains its soldiers to win competitions and enhances combat readiness through train-the-trainer clinics, research and development.

The world-class soldier-athletes of the USAMU also promote the Army and assist recruiters in attracting young Americans to enlist in the Army. For more information on the U.S. Army Marksmanship Unit, contact the Public Affairs Office at (706) 545-5436, paula.pagan@usarec.army.mil or [www.usarec.army.mil/hq/amu/](http://www.usarec.army.mil/hq/amu/).





# The Way I See It

## An anonymous person writes:

MG Rochelle seems to stress quality of life and families. Why does the Recruiter Journal put articles about quality of life (i.e., TRICARE, LifeWorks) in the back of the RJ under News Briefs?

Why isn't there a page (or two) dedicated to the quality of life issues like the chaplain page?

Articles in the back get lost in the masses and do not have attractive titles and pictures. Even the article about LifeWorks and SFC Hendricks is lost in the back, even though MG Rochelle requested the story to be published.

## The Chief of Staff responds:

Thank you for your letter concerning the placement of quality of life and family articles in the News Briefs section of the Recruiter Journal magazine.

Recently, our family news articles have not been sufficient to fill an entire page. However, we plan to print additional quality of life and family stories for future issues.

As you know, the editor and staff of the Journal place a great deal of emphasis on publishing articles that recruiters, recruiting personnel, and families find interesting and that relate most directly to recruiting issues.

Thank you for your input to the Recruiter Journal. The command magazine is your magazine for the recruiter about recruiting issues. You may e-mail comments to the editor, Pearl.Ingram@usarec.army.mil or write through the "The Way I See It" program.

## A recruiter writes:

I would like for USAREC to reconsider the book bag that new DEP members receive at the MEPS after enlistment.

It is my understanding that the purpose of the new Army of One campaign is to stay in touch with the younger generation, however, we are issuing a 1970s version of a book bag to these new soldiers.

## The Chief of Staff responds:

Thank you for your interest in The Way I See It program and for your suggestion to improve our DEP Kit by replacing the briefcase with a more modern backpack.

Our thinking is similar to yours. As a result, we have ordered backpacks for the next revision of our DEP kits. The new DEP kits will be in the field in October.

As always, we appreciate suggestions from the field and thank you for taking the time to share your thoughts with us.

If you would like further information regarding DEP kits, please call Marlene Bland at 1-800-223-2725 extension 6-0145 or e-mail Marlene.Bland@usarec.army.mil.

## A recruiter writes:

I have made a card to be used for posting market share data to the OMA board in the recruiting station. I suggest the Army adopt this card and produce them for the recruiting battalions as an official USAREC form. Forms could be updated each month with the old one being thrown away or the form could be laminated and re-used each update. This works much better than the currently used gummy label.



## The Chief of Staff responds:

Thank you for your comments through The Way I See It program concerning the Market Share Data Card.

The recommendation that you sent is actually covered in the new Recruiting Station Operations Update, Issue AK, dated March 2002. This new regulation enables you to use the format that you have suggested for all ZIP codes. USAREC Regulation 350-7, paragraph 2-9, appendix C, table C-4, addresses your proposal in a similar manner. At this time, the command does not see the need for a new form when the regulation authorizes the use of the 5x8 card. If you need a copy of this regulation, you may obtain a copy from the Recruiting Central Web page.

I appreciate your support and your dedication to our mission. Thank you again for sharing your ideas. For further information contact SFC Downs at 1-800-223-3735, extension 6-0436, or commercial (502) 626-0436 or e-mail at Joseph.Downs@usarec.army.mil.

## A recruiter writes:

Suggestion ... GED (B) needs to be able to come in because in Los Angeles, GED (B) are ready to go. They do not DEP loss like Senior (B)s. There are lot of GED (B) Hispanics with a 48 GT, but can't join because of two points.

These guys are ready to ship and go serve in the Army. They do very well on line in the Army, so I think you should really take this into consideration.

## The Chief of Staff responds:

Thank you for your input to the "The Way I See It" program. Your recommendation to increase Hispanic contracts and your inquiry about the current substitution rules are appreciated.

Your recommendation to allow Hispanic General Equivalency Diploma (B) applicants is well taken. Unfortunately, USAREC is limited in the number of non-graduate applicants we can accept into the Army. Occasionally, USAREC will open up limited numbers of certain categories to meet accession needs and this is an opportunity for you to contract these applicants. However, these occasions are due to needs of the Army and are not geared toward a specific market. Our focus for recruiting is placed on the quality market in order to meet the needs of the Army.

I would like to thank you for your input to this program. I remind all of our recruiting force to query their chain of command with their concerns as they are most in tune with the specific needs of the recruiting force in their area. Thank you again for your concerns and please continue to let us know how we can better support the recruiter. For further information contact CPT Paul Walton at (800) 223-3735 extension 6-0426, commercial (502) 626-0426, or e-mail at Paul.Walton@usarec.army.mil.



**Vision implies change.** Change is upon us. We are better off to participate in change and to help shape it than to be dragged along by change. You can help shape the future and make it better. You know your job better than anyone. What are your ideas for improving operations? Share them on the space below and mail this according to the instructions on the back of this form, postage free.

Please be as detailed as possible when citing examples for improvement. Recruiters, support staff, and family members are encouraged to use this space to voice ideas and concerns. If you desire a direct response to your comments or suggestions, please include your name and address. Names are *not* required.

Dear Chief of Staff:

**Teamwork:** Working together as a team, we can accomplish more than working as individuals. Share your vision for the future of the U.S. Army Recruiting Com-

mand. All forms are mailed to and received directly by the USAREC Chief of Staff, Fort Knox, Ky.

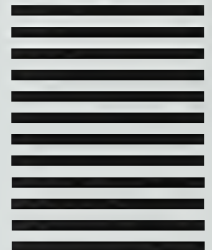
Fold here second and secure with tape

DEPARTMENT OF THE ARMY  
HEADQUARTERS  
U.S. ARMY RECRUITING COMMAND  
FORT KNOX, KY 40121-2726

OFFICIAL BUSINESS



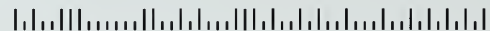
NO POSTAGE  
NECESSARY  
IF MAILED  
IN THE  
UNITED STATES



**BUSINESS REPLY MAIL**  
FIRST-CLASS MAIL PERMIT NO. 600 FORT KNOX KY

POSTAGE WILL BE PAID BY ADDRESSEE

ATTN RCCS CHIEF OF STAFF  
COMMANDER  
US ARMY RECRUITING COMMAND  
1307 3RD AVE  
FORT KNOX KY 40121-9972



Fold here first



## Commander's Safety Course online — mandatory for new commanders

By Jim Caldwell, TRADOC News Service

The new Commander's Safety Course that helps to turn commanders and other unit leaders into their own safety officers is up and running at its Web site.

"The course will become mandatory for all commanders, from captain to brigade, after the chief of staff (GEN Eric K. Shinseki) sends a message to the field officially notifying the Army of the change," said Harry Hall, training analyst in the Schools Division of Training and Doctrine Command's Deputy Chief of Staff for Training organization.

He said officers selected for brigade and battalion command will complete the course in conjunction with their Pre-command Course at Fort Leavenworth, Kan. Captains will be required to take the course as self-development training before taking command of a company.

Other leaders, soldiers, and employees can also take the course as self-development.

The course became a reality after Shinseki directed that safety training be developed for commanders and other leaders. He wants them to have the tools to create and implement effective safety programs and to manage risk to reduce accidents among soldiers and civilian employees — on and off duty.

Future commanders do not have to wait until they are notified of their selection to command to enroll and complete the course. All soldiers and employees can also enroll now.

The URL for the Web site is <https://www.aimsrdl.atsc.army.mil/>. A user ID and password are required, but after enrollment, the system will issue those. Officers selected for command will be issued a user ID and password when they're notified by ATRRS (Army Training Requirements and Resources System).

When individuals finish each of the four modules, they will be awarded a certificate of completion as their course record.

The course, equivalent to 30 classroom hours, gives

commanders and first sergeants the tools and knowledge to manage their own safety programs.

There is a resource navigator that contains links to most of Uniformed Resource Locator links for safety information throughout Department of Defense.

"These tools can be downloaded to for personal use and be used again and again in everyday unit and training activities," Hall said.

Hall said 300 people have already enrolled in the course. Most of them accessed it through ATRRS at [www.atrrs.army.mil](http://www.atrrs.army.mil). Hall is the project manager at [harry.hall@monroe.army.mil](mailto:harry.hall@monroe.army.mil).

### Taking the course online

The Commander's Safety Course includes five modules. You may take the modules in any order.

There are navigation instructions at the beginning of the course that explain how the course is set up and how you may navigate your way through the course.

There is an exam at the end of each module. You may view the course by clicking on the view button.

### Taking the exams

There are five exams in this course, one at the end of each module.

The passing score for each module exam is 100 percent. You must go to the Army Distance Learning (ADL) site, sign in, and take the examinations for each module separately.

When you enter this site, if you do not already have them, you will need to register for a user ID and password. After you sign in with your user ID and password, click on exams. This will take you to the exam site. Wait for the advisory note to display, click OK, and then use the scroll down bar to locate the exam you want to take.

### Assistance

#### ◆ For questions about content, contact:

Commandant  
US Army Safety Center  
ATTN:CSSC-T  
Fort Rucker, AL 36330

#### ◆ For questions about course/module administration, contact:

Section A  
DSN:927-3322/2127  
COM: (757) 878-3322/2127  
E-mail: [Section A@atsc.army.mil](mailto:Section A@atsc.army.mil)

# Army met recruiting, retention goals

By Joe Burlas, Army News Service

**D**edicated teamwork, commitment of Army leadership, and an effective Web-based ad campaign were among the top reasons why people are joining and staying in the Army, said LTG Dennis Cavin, commanding general of the U.S. Army Accessions Command.

The Army announced that it has met all its recruiting and retention goals for fiscal year 2002 about six weeks early in a Pentagon ceremony Aug. 22.

The enlistment goals were 79,500 new recruits for the active Army and 28,825 for the Reserve. The retention goal was 49,000 re-enlistments for the active Army.

This was the third year of meeting all recruiting and retention goals after missing some of those goals from 1995 through 1999.

The U.S. Army Recruiting Command had a new goal this year — accessing 400 recruits for Special Forces. Normally, “Green Beret” recruiters cull soldiers in the ranks of specialists and above directly from the active Army for additional training and eventual assignment to Special Forces units.

The recruiting command exceeded the Special Forces requirement with 445 recruits signed up as of Aug. 8.

“As we gather here this morning, our nation is at war,” said GEN John M. Keane, Army vice chief of staff. “We, as a nation, can never take for granted the young men and women who step forward to take an oath to defend this great nation of ours.”

Four soldiers took the oath at the ceremony — one for commissioning as an officer, two for initial enlistments, and one re-enlisting for a second tour of duty. They were: Cadet Walter D. Pridgen, who recently graduated the ROTC program at Old Dominion University, Norfolk, Va., and was commissioned as an Infantry second lieutenant; PFC Allen K. Hawkins Jr. from Spartanburg, S.C., Regular Army; PFC Mayra A. Arias from San Antonio, Texas, Army Reserve; and SGT Celena M. Marsh, a personnel specialist with the Military District of Washington, Washington, D.C., respectively.

While the four soldiers were announced to represent all recruits who had enlisted or soldiers who had re-enlisted this year, Hawkins’ story of how he finally ended up as a private first class was unusual.

Following high school in 1996, Hawkins was about ready to sign the dotted line on his Army enlistment contract. Like his father, who had served eight years in the Army, and a grandfather, who had served in the Navy during World War II, Hawkins said he wanted to serve his country in uniform. However, a car accident left him with serious injuries.

“I was in a coma for about two months and then stayed in the hospital for another three,” Hawkins said. “As I slowly improved, the doctors told my parents that I would never recover beyond a second- or third-grade reading level at the time.”

Time and hard work have paid off for Hawkins. Close to a bachelor’s degree in political science, Hawkins enlisted at 26 to meet his personal goal of serving in the Army and at the same

time get help to pay off some college debts under the Student Loan Repayment Program.

Following basic and advanced training, Hawkins will serve in the Field Artillery as a fire support specialist.

With about 65 percent of high school graduates going on to some form of higher education these days, compared to 49 percent in 1980, Cavin said, many people perceive the Army as the last choice for young people to consider.

Cavin said he has been making progress in changing that perception. Programs like SLRP, Tuition Assistance, the Montgomery GI Bill and eArmyU allow soldiers to serve their country while getting resourcing to continue their education, either while on active duty or after they leave to pursue other goals, he said.

“The Army is not the last choice, it is the first choice for many Americans,” Cavin said.



**MG Michael D. Rochelle**, commanding general, U.S. Army Recruiting Command, administers the oath to **PFC Allen K. Hawkins Jr.** into the Army. Looking on is **CSM Roger Leturno**, U.S. Army Recruiting Command.

## Recruit statistics improve

By Joe Burlas, Army News Service

**N**ot only did the Army meet its recruiting goals early this year, but the quality of recruits improved over the previous year.

The Army announced it had met its 2002 recruiting goals of 79,500 new soldiers for the active Army and 28,825 for the Army Reserve in a Pentagon ceremony Aug. 22.

This year’s recruiting goal for high school graduates was 90 percent. About 91.3 percent of this year’s recruits have a high school diploma, compared to 90.2 percent last year.



# Army Reserve achieved recruiting goals

U.S. Army News Release, Army Public Affairs

**F**or the third straight year the U.S. Army met its recruiting goals early. The Army's annual recruiting goal for fiscal year 2002 was 79,500 active duty recruits and 28,825 Army Reserve recruits.

Under Secretary of the Army Les Brownlee credited the success to continued outstanding teamwork from Army recruiters, soldiers and civilian employees, and veterans as well as the Army's advertising and Internet efforts.

"We are grateful to the men and women who volunteer to serve this nation, to those who support their efforts and to those who fly the American flag at their homes and in their hearts," Secretary Brownlee said during a press briefing Aug. 22 at the Pentagon's courtyard.

Recruiting efforts increased leads by 48 percent over Fiscal Year 2001, according to U.S. Army Recruiting Command statistics. Last year's Army of One campaign's "Basic Training" series won a prestigious Effie Award this year. These award-winning ads and related [www.goarmy.com](http://www.goarmy.com) Web site information also were expanded into a 26-part series now airing on The History Channel. The Army recruiting Web site [www.goarmy.com](http://www.goarmy.com) had more than 8.5 million visits this year and averaged 750 connections daily to its recruiter chat room.

## PFC Mayra A. Arias — Army Reserve recruit

PFC Mayra A. Arias, of San Antonio, enlisted into the U.S. Army Reserve as a high school senior from the Texas Military Institute. She graduated in 2002 and completed three years of

Junior ROTC, which made her eligible to enlist for grade of private first class.

Arias, 18, who earned a scholarship to attend Richmond University in England, placed college on hold so she may serve her country. She enlisted as a respiratory specialist (MOS 91V).

"I joined the Army because after joining JROTC I've always

wanted to serve in the military," Arias said, adding that joining the Army Reserve helped her get money for college. "For me, it was important to serve and still be able to go to college."

Arias, of Cuban descent, will receive the Montgomery GI Bill Kicker, along with an \$8,000 enlistment bonus. She also made part of her enlistment the \$20,000 Student Loan Repayment Program, which she may use for future loans.

While in high school, Arias served as captain of her high school cheerleading squad and played soccer and softball and ran cross-country. She was in the National Honor Society, and listed in "Who's Who in American High Schools" for the past two years.

Arias passed on her enthusiasm for the military to her family. She recruited her brother Alfredo, who enlisted in the Army Reserve as a dietician (MOS 91M). He also ships in September and will be assigned with her at the U.S. Army Hospital in San Antonio.

Her sister, Julia, 16, plans to enlist in the Army Reserve in October, when she will become eligible as a currently-in-high-school applicant.

Their parents, Sonia and Alfredo

Arias, are very supportive of their decisions to enlist. Her mother, a school nurse, works at Harlandale High School in San Antonio.

Their recruiter is SSG William Laurido of the Northwest Recruiting Station in San Antonio.



**LTG James R. Helmly, Chief, Army Reserve, swears in PFC Mayra A. Arias, the 28,825th Army Reserve recruit, during an Aug. 22 Pentagon ceremony. A high school senior, Arias will be assigned as a respiratory specialist to the 5501st Army Hospital in San Antonio, Texas. (Photo by CPT Rick Ryan)**

## Over 2001

Against a goal of having at least 62.5 percent scoring in the top half on the Armed Service Vocational Aptitude Battery for the active Army, 68.2 percent hit or surpassed the mark this year, compared to 63.2 percent in 2001.

Conversely, against a goal of having no more than 2 percent with the lowest acceptable ASVAB score, also known as CAT IV, only 1.37 percent of active-Army recruits made it into the Army's ranks this year. In 2001, the active-Army recruit pool included 1.9 percent of CAT IV soldiers.

For the Army Reserve, 95.7 percent had high school

diplomas, 69.2 percent scored in the top half of the ASVAB and .6 percent was CAT IV. (No 2001 Reserve statistics for these categories were immediately available.)

The average age for the active-Army recruit this year was 21. In the Army Reserve, it was 23.1 years.

In the 2002 active-Army recruit pool, 79.4 percent were male; 20.6 female; 65.1 percent were white; 17.5 percent black; 12.8 percent Hispanic and 4.6 percent other.

In this year's Reserve recruit pool, 69.5 percent were male, 30.5 female; 60.8 percent were white, 20.7 percent black, 13.1 percent Hispanic and 5.4 percent other.

# College placement offices sell jobs

By Kathleen Welker, Program Analysis and Evaluation Directorate

A man with a lot of ideas about collaborating with Army recruiters, Dr. Harvey Ideus has been working with student services for more than 40 years. He's already met a lot of recruiters in his position as director of Cooperative Education and Job Placement for El Paso Community College, and he wants to pass along observations from the college staff.

His first message is basic and crucial: Recruiters should know who to contact before they ever set foot on campus. The placement office is the place to start, he says, not the registrar. Why? While current lists and documentation are the registrar's turf, the placement office concerns itself with the student's future, something near and dear to a recruiter's heart.

"Placement offices sell jobs," says Ideus.

Most placement officers offer counseling and, in a friendly, non-threatening environment, can guide students to options like the military that they might not have thought about before. Placement services personnel are centers of influence who should be your first point of contact on campus.

Note: Your battalion and brigade education services specialists can provide names and contact numbers for all two and four year college job placement offices in your area.

Also, bulletin boards (for flyers and announcements) belong to *someone* on a college campus, Ideus explains, and that someone is usually the student service area or student union staff. Job Placement Offices also have bulletin boards. Any unauthorized materials on a bulletin board are removed very quickly by college personnel, so coordinate with them first. The Job Placement Office can give you assistance on getting material approved. Ideus also recommends that bulletin board material be limited to an 8 1/2 x 11 size, as space is limited.

"Recruiters should be aware that every campus has a system to introduce a recruiter to the student body," Ideus says. "Some systems are very formal, some are not."

But it pays to know the system on a campus before you visit. Again, the placement office is the place to start, says Ideus. Placement personnel can help with setting up informational presentations to the college staff, and they can help sponsor meetings and student presentations through the student activities office.

A second point is an observation derived from working with recruiters of all services since 1960. Ideus believes that college staffs pay attention to recruiter behavior and work methods. Why, for example, does it take two recruiters to pick up one document? That seems inefficient, and the staff notices.

Some staff members are offended when recruiters come in randomly, with no regard for the schedule or making appointments. They ask questions about a recruiter's true purpose when the recruiter seems to be just aimlessly hanging around, which seems to the staff more like soliciting than professionalism. In that case, a recruiter might seem opportunistic or, at the very least, not serious. The college staff needs to be sure a recruiter's presence is good for their students, not just good for the recruiter.

Complete professionalism is what Ideus recommends. Sometimes the uniform isn't enough. Body language, too, is important. Don't slouch!, he cautions. A recruiter should have some sense of how his or her behavior is viewed by others, and not just the students.

Make more presentations to the staff, Ideus recommends, especially when there is a new incentive to offer. Keep key college staffs and faculty up to speed on Army opportunities and options; by that, he means tell them about new announcements as soon as possible.

A Korean War veteran, Dr. Ideus believes the Army has much to offer America's youth, whether his students at El Paso Community College are interested in adventure, skill training, leadership development, or money for college. Keep placement services on your side, he advises, and they will make your work on campus much easier.



Community College Student Applies to 18-26 year olds	Four Year Student Applies to 18-26 year olds
Short term focus. Better job and pay increase more important than education	More patient-willing to graduate.
Limited financial and moral support. Will drop if spouse, or child or parent is ill.	Support system will urge to stay in school if a family crisis occurs.
Graduation not as important — better pay/better job. Can transfer without graduation.	Failure if not able to graduate.
Thinks in terms of local job opportunities. Resources too limited to move.	More willing to move to other locations.
Previous classroom activities have had limited success.	Previous classroom activities more successful.
Will be less loyal to employer—always considering a better offer.	More future oriented in terms of benefits and company future.
More flexible in accepting work assignments and working extra hours.	More restrictive if work assignments are not related to education.
Job opportunities must be varied. School must provide more job opportunities, especially for self-starters.	Job opportunities can be presented by distinct categories such as business/engineering/computer science, AG-SCI.
More comfortable with informal interviews at school or at job site.	Expects formal interview situation.
School must have more internal and part-time local jobs available (stay-in-school jobs).	Part-time jobs have less priority at four year schools.
Needs more help and encouragement to interview, write resume, and to apply for jobs. Needs more coaching.	Is more resourceful in seeking employment upon graduation. May need less coaching.

Source: Dr. Harvey S. Ideus Oct. 6, 1999 El Paso Community College



# Market Research Highlights — Special Forces production analysis



By MAJ Dixon Dykman, Program Analysis and Evaluation Directorate

In January 2002, USAREC initiated the Special Forces Enlistment Program. The FY 02 18X, Special Forces accession mission was 400. In FY 03, USAREC is required to access a total of 600 candidates for the 18X program. Among the requirements for this enlistment program, applicants must be a high school diploma graduate, have GT (general technical) score of 110 and a CO (combat aptitude) score of 98 on the ASVAB, and a DLAB (Defense Language Aptitude Battery) score of 80. (See *USAREC Message 02-036 for more details on 18X requirements and incentives.*) Through 24 June USAREC has contracted 487 applicants into the 18X MOS. This article examines commonalties and differences between 18X contracts and overall combat arms production.

As a result of the higher minimum requirements for 18X applicants, their quality scores tend to be higher than for overall combat arms applicants. The average AFQT for 18X candidates is 85.2 compared to 58.4 for all combat arms applicants. All 18X applicants score TSC I-III versus 66 percent for combat arms. Nearly 50 percent of 18X candidates have some college and more than 15 percent have college degrees. Of the 18X degree holders, 19 percent have associate's degrees, 76 percent have bachelor's degrees, and 5 percent have master's degrees. Of those candidates who have not attended college,

	18X	Combat Arms
Degree	15.4	3.0
Some College	33.1	14.3
No College	51.5	82.7

26 percent are high school seniors. The table below indicates the educational differences between 18X applicants and overall combat arms applicants.

Lifestyle segmentation provides a means to analyze the



socio economic, behavioral, and educational characteristics of the markets from which we draw our recruits. The product that USAREC uses for this is called MicroVision 50 (MV50). From the lifestyle segmentation analysis of our 18X applicants, we have learned that many 18X applicants come from upper socioeconomic MV50 segments, more so than combat arms applicants overall. A significant number of the applicants in the 18X program reside in households with above average incomes and education levels. The lifestyle segmentation analysis also revealed that a significant number of 18X candidates were recruited from college campuses.

Other services also offer programs that allow applicants to enlist for special operations specialties. The Air Force has two special operations career fields that are open to first time enlistees: Combat Control (CCT) and Pararescue (PJ). Airmen in these career fields serve only in the Special Tactics Squadrons. The Air Force Recruiting Service has recently offered significant incentives to both applicants and recruiters for these career fields. The Navy has enlistment options for SEAL and Special Warfare programs. Special Warfare (SW) includes Small Boat Unit, Explosive Ordinance Disposal, which includes underwater demolitions, and Fleet Diver. The Navy is under strength in the SEALs and other SW ratings and, like the Air Force, has increased bonuses and priorities for these specialties. As with the 18X program, enlistment requirements for Air Force and Navy special operations options are stringent.

Since a significant proportion of the applicants come from households that have higher incomes, the data suggests that many applicants for the 18X program are enlisting for intangible reasons (duty to country, adventure, and challenge) rather than tangible reasons (money for college, job skills, etc). Recruiters should keep these attributes in mind as they expand their prospecting to college campuses. Prospects who might not normally consider the Army may be interested in the 18X program due its challenging nature and intrinsic benefits.

# Mental skills for d

By LTC William J. Adams, Director, Center for Enhanced Performance, U.S. Military Academy

The Center for Enhanced Performance at the U.S. Military Academy at West Point has the mission of developing the full potential of the U.S. Corps of Cadets through applied performance psychology and academic skills training. The CEP has supported USAREC units for the past four years, teaching topics including confidence building, goal setting, maintaining focus and stress management.

This is the second in a series of three articles on stress management for Army recruiters. Last month we introduced the concept of performance enhancement training and five rules for dealing with the effects of stress.

## Five rules for dealing with stress:

1. Work within the "gravity forces" of the job
2. Focus on what is within your control
3. Learn to reinterpret the stressors in your life
4. Use your stress through a good personal exercise program
5. Lose your stress by balancing high performance with adequate recovery

Last month's article discussed how to work within the "gravity forces" of your job. Gravity forces are those forces in life over which you have no control and which are ever-present, just as the force of gravity. This month we will discuss Rules 2 and 3, the mental skills to help you deal with stress.

### Rule 2

#### Focus on what is within your control

This rule naturally follows from Rule 1. You can control your mood, attitude, performance, and thus, your energy level. You, and no one else, can determine the quality of your own day-to-day life. If someone or something else is making your life miserable, then you are allowing it or them to have that effect. This is not as simple as it sounds; it takes great self-discipline and practice to develop the ability to establish your own mood and attitude everyday. But, just because it is difficult does not mean that it is impossible! Great athletes and top performers in all fields have developed this mental discipline to take

control of their lives. The secret is to sort the sources of stress in your life and to decide upon an appropriate response to each.

An old prayer addresses this concept:

"Grant us the courage to change those things we can, grace to accept those we cannot, and wisdom to know the difference."

Recruiters can use systematic rationalization to sort the sources of stress in their lives. Use the systematic rationalization grid to sort your stressors and identify the appropriate response.

	CONTROL	NO CONTROL
IMPORTANT	<i>Act</i>	<i>Accept and act</i>
NOT IMPORTANT	<i>Eliminate</i>	<i>Integrate and act</i>

If something is important and you can exercise control over it, then take control and act! This might include the amount of energy you put into your job or spend additional time making cold calls. If something is important but you have no control over it, then the best you can do is to accept it and then act on the things within your control. Consider it a "gravity force." An example of this might be the cost of living or long hours necessary to do the job. If something is unimportant and you can exercise control over it, we suggest eliminating it. This would include deleting junk e-mail — jokes, pass this on to five friends inspirational stories, etc., and other trivial things that consume precious time. Lastly, if there is something which is unimportant and over which you have no control, integrate it into your daily routine and act on the important things in your life. This could include accepting such things as a coworker's annoying mannerisms and not letting it bother you.

### Rule 3

#### Learn to reinterpret the stressors in your life

Our stress level has much to do with the way in which we perceive our day-to-day lives. We can learn to thrive in stressful situations when we deliberately reinterpret our situations. Remember the definition of stress as the body's



# Dealing with stress

non-specific response to any demand placed upon it. There is little physiological difference between the body's response to a passionate kiss versus seeing a police car with flashing lights in our rear view mirror. In both cases, you are likely to experience increased heart rate, perspiration, shortness of breath, and possibly trembling. Yet, our interpretation of each is vastly different, leading to either an enjoyable or an unpleasant experience.

Our thoughts precede our emotions. Our emotions affect our bodily functions, including skin temperature, heart rate, blood pressure, hormone production and muscle tension. These emotions and subsequent bodily responses, in turn, precede and affect our performance. We then view and evaluate our performance and have

man tends to become what he thinks about all day long." You can purposefully create a self-fulfilling prophecy of enjoyment and success, rather than struggle and failure. It can be helpful to tell yourself a daily affirmation such as, "I am a great recruiter." What are you thinking about in your assignment as a recruiter, visions of success or failure?

An effective way to handle the stressors in your life is to reinterpret the way in which you view rejection. Non-commissioned officers assigned to recruiting positions have been successful throughout their careers and are accustomed to having people do what they tell them to do. Now, thrust into a totally different environment in which nobody has to do what they say and having to deal



new thoughts about our abilities and the cycle repeats itself. For many people this often leads to a downward spiral of diminishing confidence. Consider this idea: If we change our thoughts, we can change our emotions and subsequent performance. An upward spiral of increasing confidence is also possible!

The lesson here is that, if we learn to reinterpret our stressors, we may not eliminate the physiological response but we can learn to enjoy the sensation. If you enjoy what you are doing, the chances are that you will also tend to do better at it. Thus, you can repeatedly tell yourself, throughout the day, "I love the hustle, the chase, and the challenge of recruiting." Rather than view the nervous tension you may feel every morning as something to be eliminated, you can relish it as it is a sign that you are getting ready to engage in a contest that you enjoy.

The self-image that people hold tends to drive their actions. The self-fulfilling prophecy is a powerful motivator of human behavior. Abraham Lincoln once said, "A

with multiple rejections, many recruiters experience great personal distress. However, if you can learn to reinterpret the stress of rejection, you can learn to deal with it, even get excited over your eventual success.

Suppose that it takes an average of 25 meetings with prospects to get one contract. The personally effective recruiter can tell himself that each rejection puts him one step closer to the eventual contract, e.g., "one down, 24 to go ... two down, 23 to go ... etc. The realists reading this may think this is naïve and unrealistic but it is certainly better than the alternative — cynicism and lack of hope. Colin Powell writes in his autobiography, *My American Journey*, "Perpetual optimism is a force multiplier." Put perpetual personal optimism to work for you.

Next month we will discuss Rules 4 and 5, how to use your stress to your advantage through a personal exercise program and how to lose it by balancing high performance with adequate recovery.



## An Army of G.I. Joes take command of station

Story and photos by MAJ Daniel Clark, Providence Company Commander, New England Battalion

Providence Station catches the eye of all passers-by to this busy thoroughfare in the heart of the Rhode Island capitol.

Regardless of how busy the city folks are, they always find time to stop in front of the station to peer through its tall windows.

It's not the media campaign stopping these citizens, but another unique formation of military history and tradition displayed both day and night in the form of an elaborate G.I. Joe display.

Rhode Island is home to the Hasbro Toy Company, whose product line includes the historically famous G.I. Joe line of action figures.

Approximately three years ago, SFC Ryan Razon dressed up his recruiter workstation with a OH-6 "Loach" helicopter hanging from the ceiling.

Riding roughshod on one skid was the "Ranger" G.I. Joe, weapon slung and lead flying. After setting his third G.I. Joe along a rappelling wire slung from the ceiling behind his desk, the theme quickly spread within the station.

"I didn't want infantry to be the only message kids picked up on," commented SSG Carlos Rubert, whose collection of artillery soldiers and equipment dominated the other corner adjacent to SFC Razon. "Somebody had to let these kids know who the King of Battle was."

Once Rubert's artillery collection expanded, Razon had to expand his infantry collection.

SSG Luther Lewis started collecting too, to further the artillery cause and to display his pride in the Army as a whole. His collection expanded to include some historical figures such as GEN Dwight Eisenhower, GEN George Patton, and even a very rare GEN Colin Powell.

In his corner of the office, SSG Juan Rivera has an airborne



The Providence Station's collection contains 108 G.I. Joes and 19 pacing items (helicopters, howitzers, Hummers, Bradley Fighting Vehicle, etc). Recruiters assigned (L-R) SFC Derrek McFarlane, SGT Nicholas Fregeau, SGT Robert Botelho, SSG Carlos Rubert, SSG Luther Lewis, SGT Clarence Harada, SSG Juan Rivera (kneeling), and SFC Ryan Razon.



SSG Juan Rivera



SSG Carlos Rubert



SGT Nicholas Fregeau



The window display SGT Robert Botelho facing camera and SGT Nicholas Fregeau (right).

soldier with parachute deployed, who is about to execute a PLF (parachute landing fall) onto his desktop while another Loach covers the drop zone from a tree-top perch above the station's fax machine.

The station's newest infantry NCO, SGT Nicholas Fregeau, took the collection to the next level when he brought a Bradley Fighting Vehicle into the station. This Bradley is about half the size of a normal desk and has been the focal point for all applicants entering the station.

All in all, these displays are an awesome testimony to the traditions of the Army and its soldiers

who have fought and won this nation's wars.

At the end of the workday, the lights are left on. The G.I. Joes keep watch over the station and remind us of our proud tradition of service.

*Editor's Note: This article is not a USAREC endorsement of Hasbro Toy Company or its products.*



## Armies of two

*By Kelli Frost, Salt Lake City Recruiting Battalion*

SFC John Nyman, of the Ogden Recruiting Station, is becoming quite the "family man." With two brother and sister pairs enlisting in the Army Reserve, Nyman is getting two for one on his recent recruiting efforts.

The Fransen family of Brigham City, Utah, and the Pitts family of Morgan, Utah, will be lonely this summer when two children from each family leave to attend basic training. In the Fransen family the older sister, Sandra, 21, convinced the younger brother, John, 18, of the great opportunities of the Army, and in the Pitts family the younger brother, David, 17, convinced his older sister, Meleana, 21, of the opportunities available to her through the Army. In both cases it is presumable that some inside recruiting took place between the siblings.

Sandra and John Fransen both enlisted in the Army Reserve to

serve their country and to take advantage of the Montgomery GI Bill. The brother and sister pair will travel to Fort Leonard Wood, Mo., to attend basic training. Sandra will be trained as a crane operator and John as a combat engineer. Upon completion, the duo will continue their journey together to Weber State University, where they begin classes in the fall.

David and Meleana also enlisted in the Army Reserve but will be separated from each other for basic training. David will serve basic training at Fort Leonard Wood, Mo., and be trained as a bulldozer mechanic. Meleana will serve basic training at Fort Jackson, S.C., and will be trained as a petroleum specialist. Meleana plans to take advantage of the Montgomery GI Bill and continue on to college when finished with basic training. David is unsure of his plans beyond his service in basic training.

Nyman has been working double time and the Ogden Recruiting Station has witnessed the benefits of his efforts.

## Governor Pataki meets with Auburn recruiters

*By Mike Murk, Syracuse Battalion*

Members of the Auburn, N.Y., recruiting station recently had an opportunity to meet a distinguished visitor while on duty at the Cayuga County Fair in Weedsport, N.Y. The Auburn recruiters had set up their display area on the fair's midway when word got around on the second day of the fair that New York Governor

George Pataki was visiting. The governor took time out from greeting fair goers to pose with station members in front the Syracuse Recruiting Battalion's display Humvee. The governor shook hands with recruiters and DEP members, thanking each of them for their service to their country.

From left to right: HRAP PVT Shawna Arquette, SGT Ronnie Clark, Auburn Recruiting Station commander SFC Chris Warren, Governor George Pataki, SFC Patrick Winslow, and Syracuse Recruiting Company Reserve Recruiter SGT James K. Barrett.  
(Photo by PFC Donna Elliott)



## Partners in crime

By Michelle Firubac, Portsmouth Herald, Portsmouth, N.H.

Partners in crime — Exeter's Meagan and Andrew Laurent started getting into trouble when they were old enough to walk.

Julie Laurent explains that her children were a troublesome twosome from the start.

Meagan commonly crafted the schemes of the tricky duo and Andrew usually got caught executing the plan.

Some things never change.

Last week, this sister and brother team signed up for the Army — at the same time.

It's going to be just like old times. Meagan will assume an administrative post as a personnel service specialist and Andrew is training for the front line as an infantry soldier.

"I think it makes it a little easier knowing I have him going through the same thing," Meagan said. "He's going through it later so I'll give him a heads up, but I probably won't tell him everything."

Andrew's big sister will have him by time and grade.

"If you told me a month ago that she was going to join the Army, I would have laughed, but I think it's cool that she's actually doing it," he said.

Mom always knew Andrew planned to join, but Meagan came as a bit of a surprise.

"One day he said to me, 'Mom, I'm going to join the Army.' I said, 'I know,' but when she said it, I said, 'What?'"

Like any mother, Julie is concerned for her children's safety but she is supportive of their decision.

"It will be interesting to see what happens now," she said. "You can walk across the street and get killed. You can't live in fear."

Learning to be soldier means nine weeks of basic training. Meagan and Andrew Laurent will learn basic marksmanship, marching, physical fitness and land navigation, customs and courtesies, self-defense tactics and the history of the Army at separate training locations.

Meagan, 20, an Exeter High School graduate, will ship out in October for Fort Jackson, S.C. She admits that perhaps her biggest challenge will be pushups. She will remain there for eight weeks of school training before moving on to the first job post, destination unknown.

She said she is prepared for the mental and physical challenges ahead.

"I know I can make it," she said.

Meagan said the experience will likely give her confidence and the ability to defend herself in any situation.

"It will teach me to be independent and confident and work with others," she said.

Andrew is just hoping to keep his wise-guy cracks to himself when he reaches the home of the infantry in Fort Benning, Ga. He will go off to the Army after he completes his senior year at Exeter High School in June 2003.

"I just have to keep my mouth shut," said Andrew, 18. "It's going to be hard."

After his school training is complete, he will depart for Frankfurt, Germany, and report to an unknown location in Europe for his first duty assignment. He is likely to remain overseas for two years. Then he can basically go anywhere in the world he chooses.

"It's going to be tough, but it will be exciting," said Andrew, a high school athlete.

Coincidentally, Army recruiter SGT Scott A. Cilley contacted Andrew by phone while scrolling down a high school list only days after speaking with Meagan. Cilley did not realize the two were related until after speaking with Andrew.

Meagan had contacted the recruiting center via e-mail to express her interest in the program without telling her brother. After undergoing interviews and testing together, each signed a four-year contract within minutes of one another.

The experience will give each of them the opportunity to save money for college and focus on what they want to do for the rest of their lives.

Mom and dad couldn't be more proud.

"If this is what they choose, I'm glad they're doing it together," Julie said. "At least I know they'll have each other. Will they cramp each other's style? I don't know. Their dad, Ted, and I are very proud of them. I'm sure they'll do well."

Before the Laurents get going, they will enter a delayed entry training program at the U.S. Army Recruiting Center in Portsmouth to learn how to walk and talk like soldiers before they fall under the command of a drill instructor.

"It makes their lives easier," station commander SFC Lee M. Jackson said. "The first two weeks are the hardest part of basic training. They're going to miss home. Drill instructors have nine weeks to get them from point A to point B. They must have control."

(Portsmouth Herald granted reprint permission)



SGT Scott A. Cilley, Portsmouth Recruiting Station, congratulates Andrew and Meagan Laurent on their enlistment into the Army. (Photo by Deb Cram, Portsmouth Herald)



## Pacific Islanders join the U.S. Army

Story by Ray Graham, Portland Battalion

Photos by Diana Tabunar

One of our Army's greatest sources of soldiers is the Pacific Rim, including Hawaii, American Samoa, and Guam. More than 1,200 new soldiers are recruited there each year by the Honolulu Recruiting Company.

This territory also includes the Republic of the Marshall Islands, the Federated States of Micronesia, the Northern Mariana Islands, and the Republic of Palau. Residents of these Pacific Islands, even though they are not U.S. citizens, are eligible to join America's armed forces under the terms of the Compact of Free Association (CFA). This agreement was established by Presidential proclamation September 28, 1989, and became effective on October 18, 1989. It affirms "... the common interests of the United States of America and the peoples of the Trust Territory of the Pacific Islands in creating close and mutually beneficial relationships through the free and voluntary associations of their respective Governments," and affirms "... the interest of the Government of the United States in promoting the economic advancement and self-sufficiency of the peoples of the Trust Territory of the Pacific Islands."

Recruiting among the CFA islands is done by Guam Recruiting Station, Honolulu Recruiting Company. Guam recruiters, accompanied by doctors and education specialists from the Honolulu MEPS at Pearl Harbor, visit these islands several times a year to administer the ASVAB and prospect.

The Republic of Palau, where Guam recruiters enlist more than 50 young men and women each year, exemplifies how recruiting is done in the CFA member islands. Palau is an independent nation located 813 miles southwest of Guam.



**SFC Edwin Tabunar congratulates Sunny Worswick of the Republic of Palau after he and 21 other Palauans were sworn in on June 17 on the grounds of the Palau Presidential Palace.**

The people of Palau are highly supportive of the U.S. Army. Each year the President of the Republic of Palau, the Honorable Tommy E. Remengesau Jr., attends the mass swearing-in ceremony held at the Presidential Palace and addresses the new soldiers. This year 22 Palauans and Yapese were sworn in at a ceremony held June 17. Camsek Chin, a retired Army lieutenant colonel, former Palau Minister of Justice, and now a Republic of Palau senator, is also very helpful, providing referrals and assisting recruiters in obtaining parental consent and enlistment packet credentials for applicants.

There are one public high school and four private high schools on the Island of Palau. SFC Edwin Tabunar, the Guam recruiter responsible for recruiting there, says 99 percent of the Palau soldiers successfully complete basic training and go on to become outstanding soldiers.

Recruiting in the Pacific is a two-way street. The U.S. benefits by gaining outstanding young men and women in the military service, and the Pacific Islanders gain skill training, financial benefits, education opportunities, and positive contact with the outside world.



**SFC Edwin Tabunar is flanked by Julio Ramson, Kamilla Kazuo and Blake King. The three new soldiers are brothers and sister and were part of a mass swearing-in.**



## Army to tighten re-enlistment window

*Army News Service*

Active-duty soldiers will need to re-enlist or extend 12 to three months prior to their separation date, beginning Oct. 1.

The Army announced that it was reinstating this re-enlistment policy, which had been relaxed since October 2000. The purpose of the tighter re-enlistment window, personnel officials said, is to identify soldiers who desire unbroken service, and for the Army to program replacements for those who plan on returning to civilian status.

"During the past two years about 8 percent or approximately 5,000 soldiers delayed their re-enlistment decision until within three months of ETS," said Mr. Ron Canada, chief of the U.S. Army Personnel Command retention office. "The largest categories of these are careerists; that's too many."

Canada expressed his concern that many soldiers may be denied retention after Oct. 1., if they decide to wait it out. A tremendous amount of work processing exceptions to policy will be placed on leaders and counselors if they don't enforce the 12 to three-month re-enlistment window, Canada added.

Leaders are an integral part of the retention business, Canada said. He said leaders up and down the ranks must ensure that all soldiers are counseled on the re-enlistment window and that they may be denied further retention when within three months of ETS.

"I need everyone to help out in this effort," Canada said. "It's that important."

Processing procedures for exceptions to the three-month cutoff will require a copy of the soldier's re-enlistment interviews from Department of the Army form 4591-R to validate that the soldier was counseled. Additionally, the exception will require a statement from the affected soldier with a reason he did not re-enlist within the 12 to three-month window and complete justification as to why an exception should be approved.

This information is also being provided to SMA Jack Tilley to disseminate to command sergeants major Armywide, personnel officials said.

Army Regulation 601-280 outlines in paragraphs 3-6 and 4-1e the re-enlistment window of three to 12 months.

The Army's success in recruiting and retention has postured the Army to once again reinforce that re-enlistment is a privilege, personnel officials said, and therefore requires soldiers to make their retention decisions earlier. Therefore, they are rescinding policy messages 01-02 and 01-03, dated Oct. 5, 2000 and Oct. 13, 2000.

Exceptions to the three-month window will be considered for meritorious cases only, officials said. The exception must be endorsed by the first general officer in the soldier's chain of command. Requests should be submitted to PERSCOM in accordance with paragraph 3-10 of AR 601-280.

*(Editor's note: Information provided by PERSCOM PAO.)*

## Law allows pre-separation counseling up to two years before retirement

*By SFC Kathleen T. Rhem, American Forces Press Service*

Retiring service members are entitled to pre-separation counseling and job-search assistance up to two years before their retirement date.

Separating members are entitled to such benefits up to one year before they leave.

Charles Abell, assistant secretary of defense for force management policy, sent a memorandum to the service secretaries April 30 explaining the policy. The rules were part of Public Law 107-103, the Veterans Education and Benefits Expansion Act of 2001, which was signed into law in December.

Pre-separation counseling is intended "to ensure all active duty separating service members have the opportunity to be made aware of the transition services and benefits available to assist them and their spouse in adjusting to civilian life," Abell said in the policy memorandum.

Since 1997, roughly 200,000 military members have gone through transition counseling in a number of different DOD programs, Abell said July 30 at the DOD Transition Assistance Program Training Conference in New Orleans.

The rules state that separation counseling may begin up to 24 months before retirement or up to 12 months before separation, but must be conducted at least 90 days prior to either event. Retirement or separation dates need not be firm to begin counseling, merely anticipated.

"In the event that a retirement or separation is unanticipated until there are 90 or fewer days remaining, pre-separation counseling shall begin as soon as possible within the remaining period of service," Abell's memorandum states.

To reduce the burden on transition staffs on military bases around the world, the law provides that individuals with fewer than 180 days on active duty are ineligible for pre-separation counseling. An exception to this rule is members who are medically retired, the memorandum explains.

The longer eligibility period is as good for the services as it is for service members. Speaking in New Orleans, Abell described Army and Navy studies that indicate the sooner individuals begin pre-separation counseling, the more likely they are to re-enlist. DoD has asked the other services to begin keeping similar statistics.

For more information on the DOD Transition Assistance Program visit [www.dodtransportal.org](http://www.dodtransportal.org).

## TSP postpones new record keeping system until November

*Special to the American Forces Press Service*

Federal Thrift Savings Plan investors who are looking forward to the daily transactions promised by a new record keeping system will have to wait at least another two months.

Officials of the Federal Retirement Thrift Investment Board, which oversees TSP, announced Aug. 20 that the new system will debut in November instead of September, as previously reported. They said they will firm up the schedule in September based on the results of ongoing data conversion and system testing.

In general, the new system will allow for daily account valuations and daily transaction processing. It also will report account balances in both shares and dollars, offer a greater number of





withdrawal options, and provide online service for loans and withdrawals.

The new system was developed on time and within budget, officials said. Its debut is being delayed, however, to ensure all its functions are fully tested in parallel with the current record keeping system. "Parallel testing," they said, involves running both systems separately using the same, real data submissions from participants.

They said the testing has not been conducted because the several billion TSP investor records created since the plan started in 1987 took longer than expected to convert for the new system. They said analysts are screening records now to confirm accurate, complete conversions.

The TSP is similar to 401(k) retirement investment plans offered by private-sector companies. Nearly 3 million civilian employees and uniformed service members have TSP accounts totaling some \$98 billion, officials said.

A leaflet, "How the TSP Is Changing," summarizes the changes and is available on the TSP Web site [www.tsp.gov](http://www.tsp.gov).

*(Editor's Note: From the Federal Retirement Thrift Investment Board.)*

## Army Team needs shooters — USAMU looking for pistol shooters



*By Paula Pagau, U.S. Army Marksmanship Unit Public Affairs Office*

The U.S. Army Marksmanship Unit is looking for a few good shooters.

The highly competitive unit is putting out its annual call for soldiers who are interested in competing in pistol competitions in the summer of 2003.

"We do this every year," said SFC Charles Gibbs, noncommissioned officer-in-charge of the USAMU Service Pistol Team. "Soldiers who wish to represent the U.S. Army in pistol competition, marksmanship instruction and recruiting assistance are welcome to apply. This is a highly visible, fast paced mission."

The Army Marksmanship Unit has been a part of the U.S. Army Recruiting Command since October 1999. It was formed in 1956 by President Dwight D. Eisenhower to raise the standards of marksmanship throughout the U.S. Army.

The Marksmanship Unit trains its soldiers to win competitions and enhances combat readiness through train-the-trainer clinics, research and development. The world-class soldier-athletes of the USAMU also promote the Army and assist recruiters in attracting young Americans to enlist in the Army.

The Army Pistol Team is always looking for active Army soldiers who are highly motivated, disciplined and competitive by nature, Gibbs said, adding that no previous competitive shooting experience is required.

Soldiers in the rank of sergeant first class and below with fewer than 15 years of service who obtain approval from their commanders can travel to Fort Benning in April at the expense of the Marksmanship Unit to participate in the initial training. The soldiers are trained in advanced marksmanship skills.

Once that is complete, pistol team officials will select shooters to participate in the Interservice Championships in June and the National Matches in July.

After the three-month tour, soldiers return to their units with invaluable marksmanship training that can be harvested by unit trainers to improve the marksmanship skills of their soldiers.

Interested soldiers can contact Gibbs at (706) 545-7022 or 545-3893 or DSN 835-7022 or e-mail: [Charles.Gibbs@usarec.army.mil](mailto:Charles.Gibbs@usarec.army.mil).

For more information, visit the unit's Web site at [www.usamu.com](http://www.usamu.com), click on Joining The Teams, scroll down and click on Service Pistol.

## New drug policy expands testing to catch more users

*By Gerry J. Gilmore  
American Forces Press Service*



The Defense Department is continuing its demand reduction efforts with a new policy that involves more frequent random testing of active duty military, reservists and civilian employees.

Signed by Deputy Defense Secretary Paul D. Wolfowitz on July 31, the new policy reflects the reality that the nation is at war, Andre Hollis, deputy assistant secretary of defense for counter-narcotics, said Aug. 13.

"It's even more critical during war that our service members are mentally alert

and physically fit. Drug use is inconsistent with that," he emphasized. "I'm sure that's the message you'll hear from the NCOs all the way up to the secretary of defense."

Hollis said he was tasked to do a bottom-up review of DOD's drug policy after assuming his job in August last year. The new policy is a result of that review, he noted. The primary purpose of the policy is to reduce demand for and the use of illegal drugs within DOD.

"We're going to increase our testing across all the services — active, National Guard and Reserve," he said.

"That's very important, because all of our men and women in uniform and civilian members of DOD are involved in this war effort. It's critical that we all give 100 percent and that we're drug-free and able to help the secretary and the president in this war on terror."

Hollis said the new policy also calls for minimum, across-the-board consequences for anyone in DOD — military or civilian — caught using drugs. He said that he noticed during his review that rules varied across the services regarding drug use.

For example, he explained, in the past service members of different branches found using drugs under the same circumstances might have received different punishments.

DOD is working closely with the services to come up with minimum uniformity to improve not only the sense of fairness, but also the clarity of the message, he said.

Hollis noted that message is simple: Drug use is incompatible with military service or civilian employment at DOD.

"Drug use is not going to be tolerated. There are going to be consequences," he emphasized. "We will not tolerate it."

Abusers, he said, could be subject to dishonorable discharges, dismissals, prison time, fines and criminal records.

Responding to some media reports that allege a great increase in illegal drug use within the military, Hollis asserted, "Not so."

Recent DOD statistics bear out his contention there is no drug epidemic in the ranks. There is, however, a modest increase in the overall percentage of active duty troops testing positive for



so-called club drugs during the past three years, he noted.

For example, in fiscal year 1999, 1.11 percent of the 1.1 million active duty service members tested were positive for illegal drugs. The positive rate for those tested in fiscal year 2000 was 1.32 percent, and in fiscal year 2001, 1.45 percent.

Hollis explained the increase by noting that more random testing by the services in recent years has been catching more drug users. Under the new policy, he asserted, random drug testing will become even more frequent.

Second, the services have significantly increased their ability to test for club drugs increasingly favored by younger people, he said. Upgraded laboratory technology also enables testers to detect a subject's drug use further back in time than was previously possible, he added.

In fact, more service members are indeed being busted these days for having the club drug Ecstasy in their systems. DOD statistics show 495 Ecstasy abusers among the 12,264 active duty service members found abusing illegal drugs in fiscal year 1999. With more stringent drug screening standards in place, Ecstasy users totaled 1,744 out of the 16,759 abusers caught in fiscal year 2001.

Those numbers hardly represent an Ecstasy epidemic, Hollis pointed out. DOD statistics show the fiscal years 1999 and 2001 active duty populations to be steady at roughly 1.3 million. The test pools were 1.105 million active duty members sampled in fiscal year 1999 and 1.157 million in fiscal year 2001.

Hollis noted that marijuana continues to be active service members' illegal drug of choice — used by 70 percent of the 16,759 drug abusers caught in fiscal year 2001, down a few percentage points from 2000. The other drugs in the top three most abused by service members are cocaine and methamphetamine (speed). Ecstasy is a close fourth.

Drug abuse degrades performance, Hollis continued, and it may also cause well-documented adverse health effects. DOD medical experts point to recent studies that show users can suffer

permanent brain damage from even one small dose of Ecstasy.

Hollis said the new DOD policy will simultaneously encourage and educate service members to avoid drug use. DOD's zero tolerance stance on drug use will also be made clear to potential recruits, he added.

"We don't want people who are going to take drugs," Hollis said. "We want the 'best and brightest.' If you're going to take drugs, go somewhere else."

Service members in particular, he pointed out, should recognize that today's world is a dangerous place. "You may be called upon to defend the country. You can't do that if you're 'high,'" he said.

"We want to make sure our policies are clear and that the consequences for breaking those policies are also clear," Hollis concluded.

## Absentee voting program kicks into high gear

By Jim Garamone  
*American Forces Press Service*



If you think your vote doesn't count, just ask George W. Bush and Al Gore.

With the 2002 general election fast approaching Nov. 5, Federal Voting Assistance Program officials are trying to get the word out to military installations worldwide to highlight voting issues.

"The objective is to create awareness of the electoral process and to motivate military members to participate in the upcoming general election," said Polli Brunelli, federal voting program director. "We want to encourage our military members, their dependents, our federal employees overseas and our overseas citizens to be aware of the elections and to exercise their right to vote."

She noted that the 2002 elections cover a third of the U.S. Senate, the entire U.S. House of Representatives, 37 governors and hundreds of local races. "These are lawmakers who will effect policies that govern our way of life," she said.

The states govern the voting rules for their residents. The FVAP works with state officials to ease absentee ballot processes. For example, Brunelli said, the program asked the states to allow service

members deployed in support of Operation Enduring Freedom to receive voting materials by facsimile machines and to fax in completed ballots.

The agency urges military personnel to contact installation voting assistance officers to learn about what they must do to vote in 2002. All units with more than 25 people also have voting assistance officers.

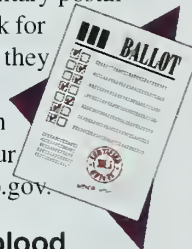
U.S. citizens residing overseas can visit embassies and consulates and get the same information.

The program launched an education process to teach voting assistance officers what they need to know to help service members. Worldwide, the office sponsored more than 100 workshops, Brunelli said.

She said her office has met with state leaders to ensure that all absentee ballots are in on time, properly filled out and counted.

"We're working on postal issues as well," Brunelli said. Deputy Defense Secretary Paul Wolfowitz signed a memo to the military postal service to ensure that all voting materials are postmarked and cancelled for all deployed vessels and personnel. Further, military postal service employees will look for voting materials to ensure they are moved expeditiously.

For more information on absentee voting, point your Web browser to [www.fvap.gov](http://www.fvap.gov).



## Military pushes for blood donors

By Jim Garamone  
*American Forces Press Service*

Service members have been donating blood in record numbers — and they need to keep it up, said Army COL Mike Fitzpatrick, director of the Armed Services Blood Program Office.

Fitzpatrick said the main military blood need is for Operation Enduring Freedom. "We're shipping 500 units of blood per week to Afghanistan. We have a continued need," he said. "Operation Enduring Freedom continues, our units are still deployed, so the high level of donation we're seeing needs to continue. We can't afford any decrease."

The Enduring Freedom area in Central



Asia has 17 medical units, and the blood program must keep an inventory available in case of casualties. Blood only has a 42-day shelf life.

The summer is generally a slow time for blood donations.

The civilian community is hurting, especially in large urban areas. Already this summer, Defense Department medical facilities have helped civilian facilities in New York, Los Angeles, and Chicago, Fitzpatrick said.

"Our main need is to provide blood for Operation Enduring Freedom and our own sites first, and then we provide it to the civilians when it's possible."

Service members who wish to donate blood can go either to one of the 21 Army, Air Force or Navy blood donor centers or a local civilian donor center.

Fitzpatrick said that service members are more apt to donate blood than the civilian community. "In the civilian sector, about 3 to 5 percent of the population donates blood," he said. "At our sites where we have donor centers, it has reached 10 percent. Our donors are well-motivated. I want to thank them for that motivation, and I want to ask them to continue to donate in the future."

There are restrictions to donating blood related to variant Creutzfeldt-Jakob disease, the human form of "mad cow disease." Roughly 18 percent of the active duty force cannot donate blood because they've served in Great Britain or Europe between 1980 and 1996. The Food and Drug Administration is taking a cautious approach to that situation, Fitzpatrick said.

Service members, their family members, retirees and their families cannot donate blood if they:

- Traveled or resided in the United Kingdom from 1980 through 1996 for a cumulative period of three months or more.
- Traveled or resided in Europe from 1980 through 1996 for a cumulative period of six months or more.
- Traveled or resided in Europe from 1980 to the present for a cumulative period of five years or more.
- Received a blood transfusion in the United Kingdom since 1980.
- Received a bovine insulin product

produced in the United Kingdom since 1980.

The Food and Drug Administration is constantly evaluating the situation. If the FDA changes the blood donation policy, so will the Armed Services Blood Program.

For more information, a directory of donor facilities, rules, tips and news, visit the Armed Services Blood Program Web site at [www.tricare.osd.mil/asbpo](http://www.tricare.osd.mil/asbpo).

## Pay information available at your fingertips

*By SFC Kathleen T. Rhem, USA  
American Forces Press Service*

Anything you ever wanted to know about your military pay but didn't know who to ask is now available with a couple of mouse clicks. The Office of the Secretary of Defense has a military compensation Web site at [militarypay.dtic.mil/pay/index.html](http://militarypay.dtic.mil/pay/index.html).

The site explains the differences between pay and allowances and describes the intended purpose for the various allowances. For instance, the Basic Allowance for Subsistence is designed to offset the costs of a member's meals, but is "not intended to offset the costs of meals for family members."

A separate Basic Allowance for Housing primer available on the site explains the ins and outs of BAH, including how it's computed and why rates can differ so much from one location to another.

A link to the "Regular Military Compensation Calculator" can give service members a glimpse of how their pay and tax-free allowances stack up against civilian pay.

Active duty members approaching their 15th year of service might find the retirement choice calculator particularly helpful. Members who entered active service after July 31, 1986 have to choose at 15 years whether they'll opt for the "high-three" or "redux" retirement plans.

High-three basically pays you 50 percent of the average of your three highest paying years of service. Redux pays you a \$30,000 bonus at 15 years, then 40 percent of your base pay per month at retirement. Both have positive

and negative points, and service members need to choose based on their personal situation.

A calculator on this site allows you to input personal data and then gives you charts to show how much each option would provide you over 40-year period.

Other sections on this site fully explain survivor benefits and the Thrift Savings Plan.

Other online sites provide additional information. Reserve component and civilian pay charts can be found at [www.dfas.mil](http://www.dfas.mil). Stateside and overseas per diem rates are at [www.dtic.mil/perdiem/pdrates.html](http://www.dtic.mil/perdiem/pdrates.html). Links to information on the federal long-term care insurance program, federal civilian careers and personnel matters are available on [www.opm.gov](http://www.opm.gov).

## TRICARE looking to let new contracts for care, support

*By SFC Kathleen T. Rhem,  
American Forces Press Service*



TRICARE officials are looking to revamp their system of contracts to provide medical care to military members, family members and retirees in the United States.

The Defense Department released a request for proposals Aug. 1 for new managed-care contracts. Interested companies have until Nov. 1 to respond, Dr. William Winkenwerder said.

Winkenwerder is assistant secretary of defense for health affairs. He described the new contracting plan to reporters recently in his Pentagon office.

"These contracts are very important to the overall success of the TRICARE program," he said. "They are significant ... in terms of their size and in terms of dollars and in terms of just the way that we do business."

Under the new contracting structure, the U.S. will be divided into north, south, and west regions. Health-care delivery in each region would be covered under a separate contract, Winkenwerder said.

Separate contracts will be let to handle pharmacy services, beneficiary education, billing for Medicare-eligible beneficiaries, and retiree dental care under the new contracting proposal.

"It will be much simplified," he said.



## Gold Badges

RSM AUGUST 2002

### ALBANY

SFC Mark Boisclair  
SSG Richard Lange Jr.  
SSG Travis Forbes  
SSG Jerry Broxterman  
SSG Edward Ford  
SSG Mark Edwards  
**BALTIMORE**  
SFC Brian Ransom  
SFC Morris Turner  
SFC Peggy Turner  
SSG Shawanna Carter  
SSG David Cathers  
SSG Lebaron Gordon  
SSG Charles Borey  
SSG Mark Lane  
SSG Rudolph Bryant  
SSG Jimmy Vines  
SSG James Johnson  
SSG Vince Blackmon  
SSG Timothy McQueen  
SSG Kevin Austin  
SSG Kliean Elwin  
SSG Lamont Briggs  
SSG John Tramack  
SGT Eric McMillion  
SGT Andrew Tenczar  
SGT Edward Goldman  
SGT Allen Billingslea  
SGT Carol Bankston  
SGT Willie Stewart  
SGT Marvin Dillon  
SGT Robert Kittredge

### BECKLEY

SFC Thomas Wilson  
SFC Roderick Mack  
SSG Lamonte Russell  
SSG Mark Campbell  
SSG Brent Nolen  
SSG Daniel Nightengale  
SSG Tony McCarty  
SGT Brent Phillips  
SGT Jason Bannick

### CHICAGO

SFC Ramon Prieto  
SFC Rafael Estevez  
SSG David Cooper  
SSG Stephen Seals  
SSG Ramiro Soza II  
SSG Boguslaw Jedrol  
SGT Sidney Davis

### CLEVELAND

SFC Duane Schrier  
SFC Joseph Bradley  
SSG Anthony Chandler  
SSG Christopher Vajrgt  
SSG Thomas Kaszas  
SSG Barnell Herron  
SSG Bernard Pinckney

SSG Aaron Martin  
SSG James Scales  
SSG Kenneth Reinhard  
SGT Christopher Walker  
SGT Jerry Shavrnock

### COLUMBIA

SFC Rocky Clich  
SFC Richard Thompson  
SSG Jeffrey Pafford  
SSG Ronald Moore

### COLUMBUS

SSG Edward Bennett III  
SSG James Ratliff II  
SSG Anthony Garrison  
SSG Jason Edwards  
SSG Rust Lucas  
SSG Tracy Davis  
SSG Cory Thurman  
SSG Kevin Smith  
CPL Jacky Boyd

### DALLAS

SFC Quintin Brown  
SSG Corey Cato  
SSG Rocky Luna  
SSG Javier Marroquin  
SSG Jack Sadler  
SSG Ozender Elston  
SGT Sean Rodda  
SGT Melvin Ruffin  
SGT Jesus Castaneda  
CPL Victor Schiele

### DENVER

SSG Brian Cary  
SSG Keith Jones  
SSG Kathi Shine  
SGT Michael Keller  
SGT Santos Ruiz

### DES MOINES

SFC Leo Chavez  
SFC Larry Brown  
SSG Todd Grimm

### GREAT LAKES

SSG Daniel Dezess  
SSG Jared Strickland  
SSG Michael Sawyers  
SGT Jon Steiner

### HOUSTON

SSG Kent Vaughn  
SSG Tanisha Medina  
SSG Manual Ornelas  
SSG Christopher Perez  
SSG Kent Vaughn  
SSG Richard Klinewski  
SSG Isaias Teran  
SGT Stephen Allen  
SGT Shane Trecha  
**INDIANAPOLIS**  
SSG Jeffery Grose  
SSG Jeffery Stensrud

SSG Jermaine Tedford  
SSG Sandy Johnson  
SSG Thomas Arnett  
SSG Wayman Petty  
SSG Frederick Wooten  
SSG Charlie Brown  
SGT Jared Heisler  
SGT John Conley  
SGT Shannon King

### JACKSON

SSG Christopher Titus  
SSG Bennie Stubblefield  
SSG Jared Billman  
SSG Paul McCune  
SGT Reginald Herndon

### JACKSONVILLE

SGT Henry Ayala  
**KANSAS CITY**  
SFC Benjamin Caswell  
SFC Timothy Kempisty  
SSG Gary Wright  
SSG Jessica Vanhoozer  
SSG Kevin Kahler  
SGT Jayson Hauer  
SGT Steven Strickland

### LOS ANGELES

SSG Boris Cornejo  
SSG Arturo Ramos-Martinez  
SGT David Decriscio  
CPL Jorge Rivera-Saenz

### MIAMI

SSG Luis Robles  
**MID-ATLANTIC**  
SFC Stephany Officer  
SSG Gary Thompson

SSG Nicole Davis  
SSG Joseph Billups  
SSG Samuel Duncan  
SSG Brian Reed  
SGT Brant Warner  
SGT Robert Whisenant

### MONTGOMERY

SFC Eddie Legston  
SSG Charles Guinn  
SSG David Buhl  
SSG Surrogate Dibble  
SGT Brandon Fairchild

### NASHVILLE

SFC Christopher Vigil  
SSG Robert Bennett  
SSG Jerome Edmonds  
SSG Sam Harrison  
SSG William Briggs  
SGT Anthony Craven  
SGT Michael Crook  
SGT James Eskridge  
SGT Dawn Taylor

### NEW ENGLAND

SFC Charles Gaaney  
SSG Jeffrey Kaufman  
SSG Charles Bodner  
SSG Craig Fulton  
SSG Jeffrey Cessna  
SSG Aaron Rambo

SSG Jeffrey Rupp  
SGT Thomas Coveney  
**NEW ORLEANS**  
SSG Carl Meints  
SSG Robert Hopper  
SSG Albert Scott  
SSG Jorge Palacios  
SSG Charlotte Washington  
SGT Thomas Giles  
SGT Gery Ryan

### NEW YORK CITY

SFC Martin Figueroavelez  
SFC Russell Harvey  
SFC Barrington Wynter  
SFC Jesus Benitezgarcia  
SSG Gilberto RiveraQuinones  
SSG Shusheen Alexander  
SSG Anthony Jones  
SSG Christian Vanlaarhoven  
SSG Michael Morley  
SSG Steven Whitehead  
SGT Jesus Torres  
SGT Eric Sanchez

### OKLAHOMA CITY

SSG Gregory Balentine  
SSG Jason Yetter  
SSG George Dillard  
SSG Douglas Elliot  
SSG Jeffery Osterdock  
SSG Michael Simpson  
SSG Paul Nice  
SGT Mark Wells  
SGT David Reevey  
SGT David Snyder

### PHOENIX

SFC Michael Stines  
SSG Darrin Norris  
SSG Gerald Valle  
SSG Scott Wilson  
SSG Jesus Herrera  
SSG Elizondo Perez  
SGT Wade Town

### PITTSBURGH

SSG Bradley Tinstman  
SSG Keith Herrick  
SSG Tyrus Wheeler  
SGT Brian Shumway

### PORTLAND

SSG Kenneth Reedze  
SSG Melvin Fernandez  
SSG Ernest Babbs  
SSG Todd Caldwell  
SSG Paul Lewis

### RALEIGH

SFC Laura Morrow  
SSG John Guilmette  
SSG Frank Miller Jr.  
SSG Eddison Cyrus  
SSG Jason Crider  
SSG James Burton  
SSG Carlton Brown  
SGT David Conklin  
**SACRAMENTO**  
SFC Mathew Olson

SSG Russell Thomas  
SGT Earl Thomas  
**SALT LAKE CITY**  
SSG Cletis Wilbanks  
SSG Dominic Mirabal  
SSG Kevin Miller  
SSG Scott Neely  
SSG Dallas Cochran  
SSG Jeffery Moncrief  
SSG James Rairgh

SSG John Henderson  
SGT Chester Degroat  
SGT Jeffrey Legendre  
SGT Jack Donaldson  
CPL Richard Packer

### SEATTLE

SSG George Moore  
SSG Jason Orahood  
SSG Thomas McClain  
SSG Lee Parish  
SGT Joseph Babesh  
SGT Donald McClure

### SOUTHERN CALIFORNIA

SFC Kenneth Juede  
SFC Raul Lemus  
SSG Huy Nguyen  
SSG Robert Taylor  
SSG Steven Montoya  
SSG Timothy Boone  
SSG James Woods  
SSG Patrick Perras  
SSG Michael Clark  
SSG Joseph Seidel  
SSG Juan Vasquez  
SSG Collen Pagatpatan  
SSG Dorothy Herlem  
SSG Raymond Ehemann  
SSG Stephen Bertolino  
SSG Garfield Johnson  
SGT Keith Neville

### ST. LOUIS

SSG Michael Davis  
SSG Alfredo Camacho  
SSG Charles Black  
SSG Robert Powell  
SGT David Hasenfratz  
SGT Corey Brann  
SGT Darin McDugle

### TAMPA

SFC Andres Lora  
SSG James Phillips  
SSG Mark Howe  
SSG Billy Nixon  
SSG Arthur Tyree  
SSG Deric Godfrey  
SSG Brian Messerschmidt  
SSG Jose Lamberty  
CPL Brian Tewksbury  
**HQS USAREC AIRBORNE RCTG**  
SFC Michael Tracy  
**3D AMEDD**  
SSG Craig Schueller



# Morrell Awards

RSM AUGUST 2002

## 3D AMEDD

SFC John Range

## 5TH AMEDD

SFC Chris Defreese

## 6TH AMEDD

SFC James Bibbs

## BALTIMORE

SFC Jimmie Johnson

SFC Richard Ekdahl

SFC Christopher Wilson

## BECKLEY

SFC David Holstein

## COLUMBUS

1SG Alden Byrd

1SG Anthony Zucco

SFC Kenneth Bowe

SFC Mark Timko

SFC Scott Brandenburg

SSG John Hinkley

## DALLAS

SFC Floyd Eveland

SSG Monte Schrader

## DES MOINES

1SG Darin Otjen

## JACKSON

SFC Kenneth Carter

SSG Gregory Bullock

## JACKSONVILLE

SFC Edward Barker

SFC Bobby Brown

## KANSAS CITY

SFC Darren Howell

## MID-ATLANTIC

1SG Janis Doss

SFC Jose Padilla

## MINNEAPOLIS

SFC Paul Senn

## MONTGOMERY

SFC Gregory Hines

## NASHVILLE

1SG Donald Herth

SFC Gerald Wilson

## NEW YORK CITY

SFC Marlon Reyes

## OKLAHOMA CITY

1SG Derral Martin

SFC Larry Bishop

## PORTLAND

CSM Peter Fargo

SFC Patrick Suttan

## RALEIGH

SFC Mitchell Archer



## SAN ANTONIO

1SG Nicholas Harrison

SFC Laverne Rush

## SEATTLE

SFC Jerry Carpenter

SFC James Killingbeck

SFC Mark Lynch

## ST. LOUIS

SFC Timothy Jones

## TAMPA

1SG Shawn Paradise

SSG Jeff Nance

SSG Patricia Brown

# Recruiter Rings

RSM AUGUST 2002

## ALBANY

SSG Robert Nerkowski Jr.

## ATLANTA

SFC Daniel Harris

SFC Ronald Finlaw

SSG Wanda Cobb

## BECKLEY

SFC Alfreda Thompson

SFC Barbara Thomas

SFC Matthew Suggs

SFC Sean Sizer

SSG Andrew Hodnett

SSG Richard Bishop

## CHICAGO

SFC Walter Williams

SSG Tim Stricklin

## COLUMBIA

SFC Robert Surface

SFC Marion Phinazee

SSG Michael Newkirk

## COLUMBUS

SFC James Stanley

SSG Jeffrey Hapner

SSG Todd Heightshoe

SSG Terry Shepherd

SSG Robert Bonner

## DALLAS

SSG Stephen Bledsoe

## DENVER

SFC Alejandro Zamora

SSG Glenn McKillip

## DES MOINES

SFC Paul Wilson

SSG Gary Steadman

## GREAT LAKES

SFC Ira Rockett

SFC Gregory O'Bryant

SFC Carlos Watson

SSG Augustus Howard

## HARRISBURG

SFC David Clark

## HOUSTON

SFC Lonnell Jones

SFC Phillip Jones

SSG Jon Arjanen

## JACKSON

SFC Gerald Killingsworth

SFC Raymond Seibold

SSG George Gamble

SSG John Miller

## JACKSONVILLE

SSG Paul Ahsam

SSG Dion Bennett

## INDIANAPOLIS

SFC Curtis Fast

SSG James Deckard

## MIAMI

SFC Craig Stevens

SSG Enrique Segovia-Ramirez

## MID-ATLANTIC

SFC Scott Kinzey

## MONTGOMERY

SFC Paul Lawson

SFC Otis Nunn

SSG Fredrick Reynolds

## NASHVILLE

SSG Robert Palecki

SGT Eric Hinkle

SGT David Noble

## NEW ENGLAND

SFC Arnold Dennis

## NEW ORLEANS

1SG Kenneth Luther

## NEW YORK CITY

SSG Keith Jones

## PITTSBURGH

SFC Tyron Mah

SFC Loren Hagerman

SSG Lance Wilson

## RALEIGH

SFC Geraldine Mack

SFC John Watkins

SFC Todd Tourville

SSG Ira Mullinax

SSG Clarence Greer

SSG Charles Coe

SSG James Bethea

## SACRAMENTO

SSG Michael Fraley

## SALT LAKE CITY

SFC Brian Meyer

SFC Ralph Roe

SFC Charles Perry

SSG Scott Shinn

## ST. LOUIS

SSG Rocky Gannon

## SOUTHERN CALIFORNIA

SFC Michael Bester

SFC Charles Milani

SFC Herbert Auza

SFC Jaime Resendez

SFC Timothy Sweeney

SFC George Cervantes

## TAMPA

SFC Keith Williams



**1. As an Army recruiter you are responsible for all except:**

- a. promoting the Army image in your assigned schools and communities.
- b. developing interest among qualified men and women in the Army programs.
- c. assisting them in processing for enlistment or commissioning.
- d. evaluating the effectiveness of DEP/DTP functions

**2. Mission planning requires that a recruiter take into account recruiting station commander guidance and the command prospecting guideline of \_\_\_\_\_.**

- a. using your personal "grad" conversion data.
- b. four appointment conducts and one test/test pass per recruiter per week.
- c. four appointment conducts and one test per recruiter per week.
- d. using the station's "grad" conversion data.

**3. When contact is initiated with an applicant living outside the recruiter's assigned zone, the recruiter will \_\_\_\_\_.**

- a. refer the lead to the local health care recruiting station
- b. continue rapport while processing responsibility is determined
- c. refer the individual to the appropriate recruiting station commander
- d. continue processing until the individual departs for training.

**4. A USAREC Form 446, school folder, is to be initiated \_\_\_\_\_.**

- a. only on historically productive schools.
- b. only on schools that administer the ASVAB.
- c. the day of the first school visit
- d. July 1 or the next available workday.

**5. A member of USAREC seeking the qualifications for the USAREC Soldier of the Year criteria should refer to \_\_\_\_\_.**

- a. USAREC Reg 301-57
- b. USAREC Reg 601-210
- c. USAREC Reg 672-13
- d. USAREC Reg 140-3

**6. Newly assigned recruiters have an obligation to complete the online college recruiting course within \_\_\_\_\_ months of being assigned to the position.**

- a. four
- b. six
- c. nine
- d. two

**7. In preparing your college penetration plan, you will record the school assessment information and objectives onto \_\_\_\_\_.**

- a. USAREC Form 1201
- b. USAREC Form 635G
- c. USAREC Form 762A
- d. USAREC Form 1035

**8. The goal of the on campus recruiter (OCR) program is to improve the visibility of the Army on that campus.**

- a. True
- b. False

**9. The OCR must write a minimum of at least four RA and four Army Reserve contracts annually.**

- a. True
- b. False

**10. IAW USAREC Reg 56-1, only government vehicles assigned to USAREC may be adorned with vehicle decals (doors, bumper, or magnetic).**

- a. True
- b. False

**11. When is the beret authorized to be placed under the belt?**

- a. When indoors
- b. When carrying something
- c. When a member of a color guard
- d. Never

**12. FM 22-101 covers \_\_\_\_\_.**

- a. Training the force
- b. Leadership doctrine
- c. Soldier team development
- d. Has been rescinded

**13. Mental fitness involves exercising will, self-discipline, initiative, judgment, self-confidence, cultural awareness, and \_\_\_\_\_.**

- a. Technical and tactical competence
- b. Intelligence
- c. Self-control
- d. Conceptual skills

**14. \_\_\_\_\_ leaders lead face-to-face; they are the Army's first-line leaders.**

- a. Strategic
- b. Direct
- c. Organizational
- d. Delegative

**15. Commander's may authorize the wear of ankle length plain white socks with no logos when wearing the physical fitness uniform.**

- a. True
- b. False

The answers to this month's test can be found on the inside back cover.



# Mission Box

## The Achievements of One that Contribute to the Success of the Team



## RSM August 2002

### Top Regular Army Recruiter

SSG Craig Francis  
New England

SFC Jose Rodriguez  
Miami

SSG Joseph Guilfoyle  
Great Lakes

SSG Andrew Biddle  
New Orleans

SSG David Rose  
Seattle

### Top Army Reserve Recruiter

SSG Anna Neilson  
Beckley

SFC Daniel Mott  
Atlanta

SGT Rodney Hope  
Indianapolis

SSG Salvador Figueroa  
San Antonio

SGT Marcus Laird  
Salt Lake City

### Top Limited-Production Station

Bangor  
New England  
SFC Jonathan Norton

Pratville  
Montgomery  
SFC Charles Lewis

Dewitt  
Great Lakes  
SFC Derrick Gordon

Muskogee  
Oklahoma City  
SFC Rodney Shepard

Superstition  
Phoenix  
SSG Nicholas McLain

### Top On-Production Station

New Castle  
Pittsburgh  
SFC Joseph Lasalle

Mt. Pleasant  
Columbia  
SSG Kelvin Estis  
Hazard  
Nashville  
SGT David Noble

East Pointe  
Great Lakes  
SFC Gregory O'Bryant

Del Rio  
San Antonio  
SSG Simon Perez

McMinnville  
Portland  
SFC Gregory Smith

### Top Company

Bangor  
New England

Tampa  
Tampa

Marion  
Columbus

Fort Smith  
Oklahoma City

Tempe  
Phoenix

### Top Battalion

New England

Raleigh

Milwaukee

Dallas

Seattle

### Top Army Medical Department Detachment

None

Mississippi/  
Tennessee Team

Chicago

San Antonio

Rocky Mountain

*Correction to Top On-Production Station, 5th Brigade, August issue: Wentzville (St. Louis) SSG Christopher Figura*

### Answers to the Test

1. d. USAREC Reg 350-6, 2-1 Mission
2. c. USAREC Reg 350-6, para 2-4
3. b. USAREC 350-6, para 3-2
4. d. USAREC 350-6, Appendix C-3
5. c. USAREC Reg 672-13, Appendix D
6. b. USAREC Reg 601-104, para 6o(2)
7. a. USAREC Form 1201
8. b. USAREC 601-104, C-2
9. a. USAREC Reg 601-104, C-7
10. b. USAREC Reg 56-1, 6-5(5)c
11. d. AR 670-1, para 1-10 (k-4)
12. d. FM 22-100 and FM 22-101 were combined into one document in 1999
13. b. FM 22-100, Chapter 2, para 2-42
14. b. FM 22-100, Chapter 1, para 1-39
15. a. AR 670-1, page 63, para 14-3

UNIVERSITY OF FLORIDA  
3 1262 09681 7860



U.S. ARMY<sup>SM</sup>

[goarmy.com](http://goarmy.com)